

THE BULLETIN

OCTOBER 7, 1991 ~ 45TH YEAR ~ NUMBER 5

Province Reduces Grant by \$1.9 Million

BY KARINA DAHLIN

THE ONTARIO GOVERNMENT will cut \$1.9 million from U of T's \$400 million operating grant this year, according to provincial treasurer Floyd Laughren's mid-year spending adjustment plan announced Oct. 2.

The University has not yet decided how to deal with the reduction to its 1991-92 budget, said Marty England, research and planning officer in the office of the assistant vice-president (planning). However, the announcement was not as severe as expected. "We had heard the treasurer was looking for more than \$1 billion [overall]."

In an effort to deal with its deficit, the government announced a \$600 million cut from this year's budget including operating grant reductions of \$9.2 million for universities and \$3.6 million for colleges. Colleges and universities were the only transfer payment recipients whose base operating grants were reduced.

In an open letter Oct. 2 to students, faculty and staff, Richard Allen, minister of colleges and uni-

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Franklin Wins Governor General's Award

UNIVERSITY PROFESSOR URSULA Franklin is one of five winners of the 1991 Governor General's Awards in Commemoration of the Person's Case.

The awards were initiated in 1979 to mark the 50th anniversary of the Person's Case — a decision by the British Privy Council Oct. 18, 1929, which declared Canadian women to be persons and thus eligible for appointment to the Senate. The victory was achieved through the efforts of five Alberta women who waged a long legal and political battle to have women considered persons under the *British North America Act*.

Franklin, who was the first woman appointed to the University's Department of Metallurgy & Materials Science, has devoted a sig-

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U of T Day Blastoff



Alex Holzwarth, a third-year engineering science student, and Professor Bill Davies of the Institute for Aerospace Studies get ready to launch their remote-controlled helium blimp. During U of T Day festivities, children had fun

flying the sausage-shaped dirigibles in the confines of the Sandford Fleming Building. The three campuses had plenty of activities from a country fair and walking tours to athletic contests and the homecoming parade.

HOMA PANIAN

University Examines Street Closure

PLANS TO CLOSE ST. GEORGE St. between Bloor and College Sts. have been revived and are being examined by University and community groups in discussions about the downtown campus master plan.

Gordon Cressy, vice-president (development and university relations), said that although the closure of St. George St. is not proposed in the campus plan's chapter on land use, such action could fit into the principles of the plan adopted by Governing Council in June 1990.

U of T has organized a series of meetings this fall with institutional and residential neighbours of the University and various campus groups to explain the master plan. If the

street closing is deemed feasible, these groups will also be consulted on matters such as cost, safety, parking and vendors, Cressy said.

The idea to close St. George St. was mentioned in a campus plan in the 1970s and raised again by a member of the Beverley St. residents association in a meeting with President Robert Prichard last spring, said Cressy. The matter was

discussed when senior University and city officials met earlier this year and it is expected to be raised at the meeting of mayoralty candidates Oct. 23 at Hart House. The Students' Administrative Council and the Ontario Public Interest Research Group formed by graduate students at U of T are strong advocates of the street closing.

"There seems to be a lot of inter-

est in the idea," Cressy said. "People think it would reconnect the campus and everyone says 'let's explore it.'"

The city has already made a formal commitment to examine the proposed street closing and is discussing the terms of a traffic study with University planners. Elizabeth Sisam, U of T planning officer, said the University is hoping the city will share the costs of the study.

Maclean's Survey Rates Universities

UOF T WILL DISCOVER HOW IT rates against other Canadian universities in a *Maclean's* news-magazine survey to be published Oct. 15.

The special issue will provide a ranking of institutions based on 12 factors including the marks of first-year students as they enter university, faculty-student ratios, a dollar-per-student comparison based on operating budgets and a rating of the "top 10 universities" according to university presidents. The magazine will also feature a series of articles discussing the problems facing universities in the next decade.

Michael Benedict, an assistant

managing editor of the weekly magazine, said *Maclean's* decided to focus on universities because they are a matter of public interest. "People are very concerned about education. It's an area we've never looked at in depth." Considering the amount of money governments spend on higher education, the magazine's attentions are "probably overdue," he added.

Approximately 45 arts and science undergraduate institutions are included in the survey that examines four categories: the quality of students, the quality of faculty, financial resources and the reputations of the universities.

"We are not saying which university is 'best,'" said Benedict. "The output of a university is the best way to measure that and no one is doing that at the moment. Nevertheless, these are not irrelevant factors."

He would not reveal how U of T or any other university fares but said the special issue could not be described as an exposé of Canadian universities.

The issue will be published shortly before National Science & Technology Week Oct. 18-27 and follow on the heels of the report of the Stuart Smith inquiry into Canadian universities scheduled for release Oct. 9.



Gordon Cressy

IN BRIEF



Smith report to be released Oct. 9

THE 179-PAGE REPORT OF THE COMMISSION OF INQUIRY ON CANADIAN University Education is scheduled for release in Ottawa Oct. 9. The commission is headed by Stuart Smith, former chair of the Science Council of Canada, and was established by the Association of Universities & Colleges of Canada in the fall of 1989 to determine whether students receive the type and quality of education they need. On Oct. 10 Smith will be in Toronto to speak to the annual meeting of Canadian university vice-presidents (academic) at Trinity College.

Scarborough wins Trillium Award

SCARBOROUGH COLLEGE HAS BEEN PRESENTED WITH AN HONOURABLE citation awarded by the City of Scarborough's Trillium Awards committee. Twelve awards are presented annually to Scarborough property owners who help to beautify the city through their gardens. This year the grounds division at the college revitalized the front gardens by planting a number of trees, shrubs and flowers. A plaque was presented to Gord van Dyk, supervisor of grounds, parking, transportation and waste management, and Paul Thompson, principal of the college, by Scarborough mayor Joyce Trimmer on Sept. 26 during an awards ceremony at the city's civic centre.

Erindale opens child centre

ERINDALE COLLEGE HAS ESTABLISHED A CHILD CARE RESOURCE Centre for use by faculty, staff and students. The centre, in one of Erindale's townhouse residences, operates as a registry service providing information and referrals for parents seeking child care services in the Peel region. It also offers its own child care service on a part-time basis (a maximum of 20 hours a week) for children aged two months and over. The centre held its official opening Sept. 30.

Kruger appointed OISE director

PROFESSOR ARTHUR KRUGER, FORMER PRINCIPAL OF WOODSWORTH College, will succeed Walter Pitman as director of the Ontario Institute for Studies in Education Jan. 1 for a five-year term. Kruger, a professor of economics, joined U of T in 1961. In 1969-70 he was chair of the Division of Social Sciences at Scarborough College. He was principal of Woodsworth from 1974 to 1977 and from 1984 to 1991. Between his terms as principal, he spent five years as dean of the Faculty of Arts & Science.

Rugman elected fellow

PROFESSOR ALAN RUGMAN OF THE FACULTY OF MANAGEMENT IS THE first Canadian to be elected a fellow of the Academy of International Business (AIB). Fellows of the academy, a professional group of some 2,500 scholars, are elected in recognition of outstanding contributions to the field. Rugman, 46, is the youngest person to receive the honour. He has written extensively on the economic, financial and strategic management dimensions of multinational enterprises. His 1981 book *Inside the Multinationals* is widely regarded as a classic text. Rugman was vice-president of the AIB in 1989-90 and is currently research director of the Ontario Centre for International Business, a joint venture established by U of T, York and Wilfrid Laurier.

Hoek receives Miller award

PROFESSOR EVERT HOEK OF THE DEPARTMENT OF CIVIL ENGINEERING has received the first Leopold Miller Award of the International Society for Rock Mechanics. The award recognizes his work on the conduct of applied rock engineering in surface and underground projects in civil engineering and mining developments around the world.

Borodin named ITRC coordinator

PROFESSOR ALLAN BORODIN OF THE DEPARTMENT OF COMPUTER Science is serving as coordinator of the mathematics and computation area in the Information Technology Research Centre (ITRC). Borodin, a leading researcher in theoretical computer science, was named coordinator of the area July 1 for a one-year term. Researchers at ITRC, a provincial centre of excellence, are working in areas such as artificial intelligence, programming language and graphics

IN MEMORIAM

Coburn Established Coleridge Projects

PROFESSOR EMERITUS KATHleen Coburn, an internationally acclaimed Coleridge scholar at Victoria College, died Sept. 23 at the age of 86.

Coburn was born in Stayner, Ontario. She completed her undergraduate degree at U of T and continued her studies at the University of Oxford. While at U of T she developed a keen interest in the English romantic poet, Samuel Taylor Coleridge (1772-1834), an



interest that dominated her career at Victoria College from 1932 to 1971 and in the years following her retirement.

She was editor of the Coleridge Notebooks, a project to transcribe and describe nearly 70 personal notebooks of the poet. In a 1951 research proposal she said their publication would change the commonly held view of Coleridge as "a fitful genius and frustrated poet, destroyed by metaphysics, procrastination and opium." She was also the first general editor of *The Collected Works of S.T. Coleridge*, launched in 1960. Both projects continue at the college.

In her book *In Pursuit of Coleridge*

published in 1977 Coburn attempted to explain her fascination. "Of all the English romantics, Coleridge had the keenest interest in philosophy. The first whiff of that, especially when it showed a psychological bent, fairly pulled me along, through bafflement, slave labour, and despair. And still does."

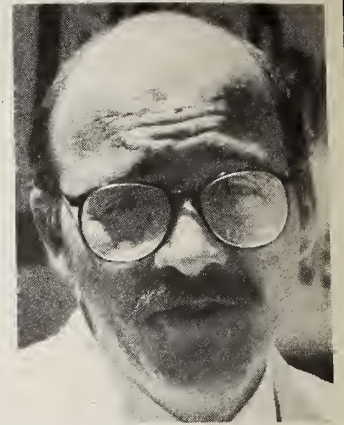
"But it is difficult to credit the extensive ignorance with which one set out in the late 1920s. That Coleridge of all English critics best taught us how to understand not only Shakespeare but the Bible; that he was excited by public affairs and wrote powerfully as a journalist against slavery of all kinds — of children in the cotton factories, as well as slaves in the sugar plantations; that he was devoted to the principle of freedom of mind — in the legislature, in the press, in the classroom — these things coming into view from time to time stimulated the pursuit."

In 1957 Coburn was elected a fellow of the Royal Society of Canada and in 1974 she received the Order of Canada. She received honorary degrees from a number of institutions including the University of Cambridge, Queen's University, the University of British Columbia and U of T.

Researcher Helped Fight against AIDS

PROFESSOR RANDALL COATES, 42, chair of the Department of Preventive Medicine & Biostatistics and a member of the Department of Medicine, a leading AIDS researcher in Canada, died Sept. 26.

A native of Asbestos, Quebec, Coates earned his medical degree in 1974 at Queen's University and his master's of community health and



epidemiology at U of T in 1981. He joined the University as an assistant professor in 1984. He was named department chair in July 1991.

One of the first scientists to study how the virus that causes AIDS spread through the gay community in Toronto, Coates began tracking the infection in 1984. His work helped to establish widespread campaigns urging people to practise "safe sex." As a result, the rate of new infections among gay men in North America has been drastically reduced.

In 1989 he began the first comprehensive provincial study of the prevalence of the AIDS virus in the general population. In the study Coates tested the blood of newborn infants for antibodies to the virus and found an infection rate that was three times higher than expected.

"He was a terrific person," said Professor Mary Jane Ashley of preventive medicine and biostatistics. "He was a first-class researcher and teacher who was always warm and generous with his time."

Coates was full of energy, and although he worked as department chair for only six weeks, he immediately began to implement imaginative ways to deal with problems, she said.

Province Reduces Grant

~ Continued from Page 1 ~

versities, said his ministry had two options — to reduce financial aid to students or roll back transfer payments to institutions. "Because of my profound commitment to making a college or university education available to every qualified student I will not reduce access to OSAP," he said.

Pat Adams, director of communications and public affairs for the Council of Ontario Universities, said the mid-year claw-back to universities is a first. "Universities have budgeted for the money they thought they would receive. It places an enormous burden on them to have their budget cuts."

Laughren's announcement brought no relief, only disappointment, she said. "We are left to understand this is not the bad news. We are deeply concerned about what that suggests about the transfer payments [for 1992-93]."

England said the transfer payment announcement expected later this fall or early next year is still anticipated to bring increases as low as two or three percent.

Franklin Wins Governor General's Award



Ursula Franklin

~ Continued from Page 1 ~

nificant part of her life to the encouragement and promotion of women in science. Her professional work has been complemented by her many public activities related to peace, international understanding and the role of women in society.

The presentation of the awards take place in Ottawa tomorrow. The other winners are Doris Anderson of Toronto, Solange Fernet-Gervais of Hérouxville, Quebec, Jane Manuel of Chase, British Columbia, and June Menzies of Winnipeg, Manitoba.

UNIVERSITY OF TORONTO

THE BULLETIN

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Proposed Campus Master Plan Could Generate Revenue

University will discuss changes in meetings this fall

BY KARINA DAHLIN

THE UNIVERSITY WILL MAKE A considerable sum of money in annual leasing arrangements if the proposals of a draft master plan for the St. George campus are implemented.

The plan recommends that the University's properties on College St. east of University Ave. — the Banting and Best Institutes and neighbouring buildings at 88 and 92 College St. — be rezoned and developed commercially to provide general revenue for the University. The money would also help in paying relocation costs for the buildings' occupants such as the Departments of Medicine, Otolaryngology and Obstetrics & Gynaecology and rehabilitation medicine's division of speech pathology.

Dan Lang, assistant vice-president (planning), said the projected income is confidential because of real estate transactions that may occur if the plan is adopted.

David Ellis, head of research with Royal LePage, said it is impossible to estimate exactly how much the properties would yield without knowing such factors as density, zoning and square footage.

The plan suggests that approximately one-fifth of the land at Varsity Stadium be leased for commercial or joint University-commercial uses. Intensive development of the most northerly 100 feet that fronts on Bloor St. will produce almost as much revenue as the University would earn if it developed the entire site — the value of the land further south is lower and money would be needed to build another facility. The size of the playing field would remain unchanged.

A series of meetings regarding the downtown campus master plan began Sept. 23 with representatives of the Addiction Research Foundation, the Clarke Institute of Psychiatry, the Toronto Public Library and the Toronto Board of Education.

A meeting with the Ontario Public Interest Research Group was held Sept. 24 and about 20 similar consultations will be held during the fall. Gordon Cressy, vice-president (development and university relations), chairs the meetings. A consultant has been hired to act as "ombudsperson" and record the comments of the invited groups.

The draft campus master plan was completed last month. It is divided in two parts. The first — the principles — was approved by Governing Council in June 1990; the second part on land use and implementation is still in the discussion stage. After the meetings, the proposed plan may be changed to reflect people's reactions.

The document will be forwarded to Governing Council for discussion in meetings open to the public. After

approval the plan will be sent to the City of Toronto where it may be adopted as a new zoning bylaw for U of T. The city is currently reviewing its official plan for certain parts of Toronto including the St. George campus.

University planners suggest that U of T's property bounded by College and Bloor Sts. and Spadina and University Aves. be viewed as seven precincts. Each would be zoned separately and the density would be calculated by precincts rather than on a lot-by-lot basis. This flexible arrangement could preserve low-density development on certain properties and allow a higher density on others.

The front campus from King's College Circle to Philosopher's Walk on Bloor St. would be maintained as is. Taddle Creek, which used to run through campus but was covered by the city years ago and no longer exists as a creek, would be revived, if not in body at least in spirit.

The draft plan suggests artificial ponds be built along Philosopher's Walk to provide "a continuous natural looking feature." The walk would also be realigned in several areas to provide better views and connections to building entrances and to Bloor St. and Hoskin Ave.

The plan describes the Huron-Sussex Ave. area as a residential precinct or a University village. The current landlord-tenant legislation permits only low-density residential development of this area until 1999.

University planners propose the density allowance be doubled and new residences built behind the existing houses in the precinct. The University owns about 90 houses in the area, 19 of which are currently used for student residences.

"Increased provision of student housing has always been an objective for the University," the plan notes, and the Huron-Sussex area "is seen as critical to achieving this goal."

The University also envisions that this area be used for social housing, similar to a project originally planned at 40 St. George St. but suspended when the city agreed to sell the land to the University this summer.

Parking is a problem for the downtown campus. According to city bylaws, the University must maintain 2,030 spaces. However, 301 spaces have been waived because of the addition to Woodsworth College, the Pratt Building and the planned Innis College student residences on the parking lot on St. George St. north of Hoskin Ave.

The question of parking on the downtown campus is currently under review by a special committee. The committee is expected to report by the end of the year and until it does the campus master plan will not propose a solution.

New Heights



Alexandra Borowick, a member of the Varsity gymnastics team, demonstrates her vaulting technique in a practice at the Athletic Centre. Under the tutelage of head coach Philip Bruce, 14 gymnasts will begin competing in January, providing plenty of lead time to perfect their routines.

ROB ALLEN

U of T Welcomes Year for Teaching

BY DAVID TODD

UNIVERSITY ADMINISTRATORS and the U of T Faculty Association (UTFA) have welcomed the decision of the Students' Administrative Council (SAC) to declare 1991-92 the Year for Teaching.

"This will help the University to intensify its focus on teaching as a professional activity," said Professor John Kirkness, the provost's adviser on undergraduate education. "The students are working in a very constructive way to further that effort."

The faculty association's council endorsed the declaration at its Sept. 19 meeting. Bonnie Horne, president of UTFA, said that the emphasis on research at the University tends to overshadow the centrality of teaching. "We are a research institution and that is appropriate. But what we can't lose sight of is that we are also a teaching institution."

Peter Guo, president of SAC, said that the Year for Teaching declaration and related events that the coun-

cil intends to sponsor represent an essential step in reversing the decline of undergraduate education at the University. "We want it to become part of the generally accepted attitude that good teaching is where it's at. And that if you're not doing a good job, you can improve."

SAC has established University of Toronto Students for Excellence in Teaching (UTSET), a campus-wide group that discusses teaching-quality issues. An awareness campaign on undergraduate education, scheduled for late October, will feature exhibits and seminars highlighting the right of students to a high standard of education. The council also hopes to organize a conference in January — Students for Change — at which student council representatives from across Canada could exchange ideas for improving university teaching.

According to Kirkness, SAC's efforts complement a number of teaching-related initiatives under way at U of T. The administration, for example, has committed itself to con-

tinuing support for the Teaching Development Service (TDS) by providing funds to cover the salaries of two full-time educational consultants. TDS was launched last fall when four part-time consultants were hired to work on improving the quality of undergraduate teaching. A recent TDS project involved the preparation of a 75-page handbook for teaching assistants which has been made available to all departments.

Dean Marsha Chandler of the Faculty of Arts & Science called the SAC undertaking "wonderfully timely." Teaching quality, she said, is a high-priority issue within the faculty. A full-day symposium on teaching for new faculty members last February was a success and as many as four seminars are planned for the current academic year.

Dean Gary Heinke of the Faculty of Applied Science & Engineering said that the focus of attention within his faculty has been shifting for more than a year now from collaboration with industry to the needed renewal of the undergraduate program.

Native Lectureships Under Way

A PROPOSAL FOR TWO ROTATING lectureships that would incorporate aboriginal languages and arts into U of T's curriculum has attracted strong interest from a number of quarters, Provost Joan Foley told Academic Board at its Sept. 26 meeting.

Three colleges — University, Erindale and Scarborough — and the Faculty of Music have indicated their desire to be formally associated with such a visitorship program, Foley said. She plans to work with representatives of these divisions to further develop the proposal and to consult with the Department of Development on funding possibilities.

Professor Bernhard Cinader of the Department of Immunology put forth the proposal of a visiting lectureship in aboriginal languages and a visiting scholar or artist-in-residence

in visual art, drama or music to the board in June. The plan, if adopted, would provide U of T with a means of incorporating the contributions of Canada's aboriginal peoples into its linguistics and art-related activities.

UC principal Lynd Ferguson said there is a growing interest at his college in programs that involve aboriginal cultures. The college's undergraduate Canadian studies program has begun to expand its focus to include more attention to native issues. In addition, native playwright Tomson Highway sits on the advisory board of the drama program. Ferguson also hopes to bring aboriginal artists to UC under the Barker Fairley Distinguished Visitorship in Canadian Culture program.

Professor James Kippen of the Faculty of Music has suggested es-

tablishing a short residence — perhaps one month in the spring — for a native North American musician as part of the faculty's program in ethnomusicology. A visiting artist could demonstrate and discuss forms of native music and take part in world music ensemble performances.

Kippen, who oversees the ethnomusicology program, said that the faculty currently lacks an expert in aboriginal music.

Representatives of Scarborough College's fine art, drama, music and linguistics programs have proposed inviting as many as four visiting native scholars to speak at the college. Erindale, meanwhile, has expressed interest in having aboriginal artists contribute to courses in such fields as cultural anthropology, studio art and studio drama.

Free Science Lectures

1991 Fall Series

Sundays at 3 p.m.

*J. J. R. Macleod Auditorium, Medical Sciences Building
University of Toronto
(Former Medical Sciences Auditorium — Queen's Park
at College Street)

*Note exception: November 3rd lecture will be held in
Room 3154, Medical Sciences Building

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|-------------|--|---|
| October 20 | The original turtles | Robert Reisz Department of Zoology, Erindale College, University of Toronto |
| October 27 | The 17th century exploration and mapping of Canada as a scientific process (Presidential address) | Conrad E. Heidenreich Department of Geography, York University |
| November 3 | The health of Canada's forests | Tom Hutchinson Department of Environmental and Resources Studies, Trent University, Peterborough |
| November 10 | From hunter-gatherers to First Nations: the Kalahari San today | Richard B. Lee Department of Anthropology, University of Toronto |
| November 17 | Canadian northern wetlands and greenhouse gases | Nigel T. Roulet Department of Geography, York University |
| November 24 | Long ago and far away: the origin of galaxies | Simon J. Lilly Department of Astronomy, University of Toronto |
| December 1 | Disease and decimation of Plains Indians | Jody Decker Department of Geography, Queen's University, Kingston |

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by

Professor Gordon Dixon
F.R.S., F.R.S.C.

Department of Medical
Biochemistry
University of Calgary

***Sperm Protamine Genes -
Evolution and Expression***

Thursday, October 17, 1991
at 4:30 p.m.

J.J.R. Macleod Auditorium
Medical Sciences Building
1 King's College Circle

Fewer Jobs for Graduates Convocation Survey Finds

One-third of engineering graduates had no jobs

BY DAVID TODD

NEW GRADUATES HUNTING FOR jobs this spring were badly hampered by the recession, the 1991 convocation survey report indicates. The survey was conducted during spring convocation in June and includes the responses of 2,234 graduates, or 57 percent of those who attended.

In all, 14.5 percent of arts and science graduates classified themselves as unemployed and still looking for work, compared to 11.5 percent in 1990. Unemployment jumped even more dramatically among graduates from other major degree programs. According to the report, engineering saw an increase from 18.1 percent to 31.3 percent and commerce, an increase from 10.4 percent to 17.9 percent. For graduates of education's three BEd programs, unemployment climbed from an average of 9.4 percent to an average of 16.3 percent.

Unemployment also increased from 15.4 percent to 26.5 percent for architecture graduates, from zero

to 18.9 percent for those in music and from zero to 37.5 percent for those in forestry. The sample sizes in the latter categories were relatively small: fewer than 40 students in architecture and music and just eight in forestry.

The survey was done by the University's Career Centre. "I don't think it told us anything different from what we'd been experiencing during the year," said Cathy-Ann Cope, the centre's manager of administrative services. "Times have been tight. Although we predict now that we're coming out of the recession, employers hadn't acted upon that when the survey was being taken."

Of the 1,351 arts and science graduates surveyed, 17.2 percent succeeded in landing full-time, permanent jobs, a drop of 5.5 percentage points over the previous year. (Full-time contract work increased by 3.9 percentage points and part-time jobs by 5.4 percentage points.) While architecture and education graduates made modest gains in full-time, per-

manent employment, other degree programs suffered declines — 12 percentage points in engineering, 6.6 in commerce, 7.6 in music and 19.4 in forestry.

With employment prospects less than bright, many graduates chose instead to continue their education. Overall, the survey found a 6.1 percent increase in the number returning as full-time students. "This is typical of something that happens in a recession, with a decrease in the number of employers hiring," Cope said. The most dramatic jump was among four-year BA commerce graduates: 28.6 percent intend to enrol for full-time studies compared to 5.8 percent in 1990.

The results of the survey must be viewed with some caution, Cope said. Even in a healthy economy it takes time for graduates to find employment and it is unrealistic to expect that the majority surveyed would have jobs by June. "The survey is just a snapshot of that moment in time, to give us a gauge of what's going on," she said.

Boards Plan 1991-92 Debates

Academic Board

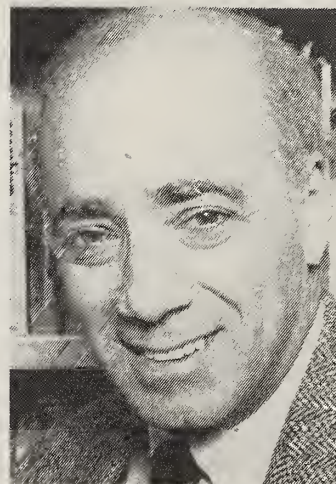
DEBATE OVER THE UNIVERSITY'S academic appointments policy will consume much of the attention of the Academic Board in 1991-92.

The board will undertake a second reading of the report of the Special Committee to Review the Policy & Procedures on Academic Appointments, chair Michael Marrus told members at the Sept. 26 meeting. Provost Joan Foley has prepared a document summarizing the key principles in the report — including the issue of job security for tutors and senior tutors — and outlining alternative courses of action. Members will consider this document at the Oct. 24 meeting.

The report of the Special Committee to Review the Haist Rules is also expected to come before the board this fall. The committee, chaired by Professor Paul Perron of the Department of French, was established in March 1990 to examine the section of the rules dealing with the process of appointing academic administrators.

Other board business for the year will include a review of the implementation by administrative divisions of the long-term budget guidelines and consideration of both the budget report and the enrolment plan for 1992-93. In addition members will examine the five-year capital plan for 1992 to 1997.

The matter of curriculum renewal for the Faculty of Medicine appears on the calendar of the board's academic policy and programs committee and, depending on the extent of the revisions in question, may also come before the board.



Michael Marrus

Business Board

THE INCORPORATION OF THE U of T Press and the business plan of the Innovations Foundation are two of the items members of the Business Board will consider this year.

During the fall term the board will also discuss the investment policies and goals of the pension plan and the financial statement of the Ontario Centre for Large Scale Computation. The human resources department's annual report on employment equity will be tabled in November and the board may consider a proposal to broaden its own terms of reference to include the computing and communications portfolio established two years ago.

In the new year the board will consider the administration's response to certain items in the report of the University ombudsperson. The status of the operating fund for 1991-92 will be tabled for information on March 30 and at the same meeting

board members will discuss the 1992-93 operating budget. Other items on the agenda include a report on conflict of interest and conflict of commitment and a report on divestment of shares in tobacco manufacturing companies.

University Affairs Board

CHILD CARE, THE NON-ACADEMIC discipline code and the report of the Special Committee on Student Societies & Human Rights are among the items on the agenda of the University Affairs Board this year.

David Neelands, assistant vice-president (student affairs), presented the 1991-92 calendar of business to members at the first meeting of the board Sept. 24.

The board will also continue its discussion of revisions to the sexual harassment policy when it considers the work of a drafting committee this fall. Members will approve the appointment of the new warden for Hart House in January, examine the University's parking policy and consider a plan developed to meet new city regulations regarding waste disposal. The board will also receive a report on the first year of the implementation of the smoking policy.

Standing responsibilities for the board include a review of all compulsory non-academic incidental fees as well as the approval of the 1992-93 annual operating plan for the Department of Athletics & Recreation and the 1992-93 annual operating plans for the residences, food services, parking authority and Hart House.

Board Seeks More Comment on Human Rights Report

Special committee broadens mandate to include University community

BY CAROLYN MEREDITH

THE UNIVERSITY AFFAIRS BOARD will seek further input on a report dealing with student societies and human rights before beginning debate in November.

At the Sept. 24 meeting, board members agreed to solicit more comments from University constituencies concerning the final report of the Special Committee on Student Societies & Human Rights. More consultation is necessary because the committee went beyond its original mandate to consider the issue of human rights in the context of the entire University community.

In its report the committee said it reviewed the existing University policies on academic freedom, freedom

of speech and freedom from harassment and found "the University's officials have no established policy on how to proceed when allegations of offensive behaviour are made."

Before becoming a University policy, the statement must be approved by Governing Council.

Professor Jack Stevenson of the Department of Philosophy said he was opposed to the creation of a statement on freedom of speech for the entire University because it might be restrictive. "There is a danger in trying to codify these freedoms too much."

He also questioned whether the University Affairs Board is the appropriate body to discuss such a statement. The Academic Board or Governing Council might be more appropriate forums, he said. "It

hasn't been debated in the right context — that's why I'm reluctant to accept this as a general basis for the University as a whole."

The board formed the committee, chaired by Barry McCartan, in September 1989 to consider the issue of human rights with respect to student societies. Its action followed a series of offensive articles that appeared in certain student newspapers.

During the course of consultations with campus groups and human rights experts last year the committee broadened its scope and proposed a statement on freedom of speech for the entire University community. The groups had recommended the inclusion of issues such as Eurocentric curricula that go beyond student societies.

NOTEBOOK



PAUL PEDERSEN

NOT EVEN U OF T IS UNTOUCHED BY THE SWEEPING changes that have marked the ascendancy of the new world order. At the Sept. 26 Academic Board meeting, members ushered in a new era of *perestroika* at the Faculty of Music by approving the faculty council's revised constitution. As Dean Paul Pedersen explained, under the previous version the dean was given authority to appoint the majority of the faculty council; under the amended version, all full-time academic staff are automatically members of the council, and part-time teachers will elect 14 of their own representatives. "We thought it might be wise, in view of the rapid spread of democracy around the world, that the Faculty of Music not be left the last bastion of authoritarian rule," Pedersen said.

AND IN KEEPING WITH THE THEME OF POLITICAL (and academic) change, *Psychops*, the Department of Psychology's irreverent newsletter, notes in its September editorial "Recent events in the Soviet Union suggest that the tyranny of collectivization may crumble more quickly than anyone anticipates, raising long-suppressed hopes on the suburban campuses. Let us hear no more talk of 'depressive realism.'" And in the "If-you-can't-say-something-nice" category: the newsletter decries a psychology journal's use of the term "savant syndrome" instead of "idiot savant syndrome" to avoid the negative connotations of the word "idiot." If that rationale were applied to teaching, it says, instructors would give all students A+ grades because "all other grades carry a negative connotation." In research negative reinforcement would be known as positive reinforcement, low self-esteem as high self-esteem and insignificant results, significant results.

RESEARCHERS AT ST. MICHAEL'S HOSPITAL AND the Department of Nutritional Sciences would like to know what women are eating these days. Women's food preferences are being examined as part of a food intake study. Taking part in the program is easy — participants continue to eat their regular diet, keeping a record of everything they consume and taking part in four taste-testing sessions. Women 18 to 35 years of age, who are of normal weight or are overweight, are nonsmokers and are not taking any medication, are invited to sign up for the study. For more information call Val Johnson at 360-4000, ext. 8111.

AS THE UNIVERSITY'S SELF-PROCLAIMED "ANTI-smoking policeman" Michael Finlayson, vice-president (human resources), is hiring six students on U of T's three campuses to help him carry out his duties. In a report to the University Affairs Board Sept. 24, he said the students will patrol buildings in search of smoking policy violators. Although they have no authority to deal with offenders, the students will be armed with literature about the policy and have been instructed to inquire if the guilty individuals are aware they are breaking the rules. The students will keep a watchful eye on cafeterias and other areas "on the rare occasion when I can't be everywhere at once," said Finlayson.

IF YOU CATCH PLANNING OFFICER ELIZABETH SISAM daydreaming in her office at Simcoe Hall, chances are her thoughts are 2,000 kilometres away in Seaview on the north shore of Prince Edward Island. This is the community where she and her husband, David, built a summer home four years ago and where they spend at least one month a year with their three children. The Sisams are both talented architects — a fact that becomes obvious if you pick up the August-September issue of *Canadian House & Home*. One article showcases what Sisam's daydreams are made of, complete with drawings for those who plan to build their own retreat.

Condominium Project Stalled

PLANS TO BEGIN CONSTRUCTION on a condominium project at St. Michael's College were stalled recently by two interest groups who have appealed Toronto City Council's final approval of the project.

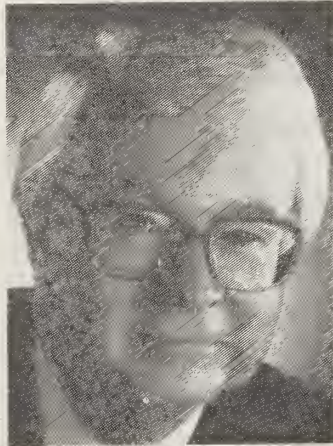
On Sept. 17 the Toronto Board of Education and a ratepayers group filed appeals with the Ontario Municipal Board, which will likely delay the project for another 12 to 14 months, said President Richard Alway of the University of St. Michael's College.

On Aug. 12 the council approved a proposal allowing Tridel Corp. to build a highrise on St. Mary St. and a nine-storey residential and retail building on the Bay St. side of the college property.

The board is opposed to the plan because of its concern that the condominiums will bring an influx of students into already overcrowded schools in the area. The board, however, is willing to work with the city to find a creative solution to the problem, said Ron Schriber, the board's acting superintendent of planning. The ratepayers group is concerned about the density of the site and the small amount of green space to be left after construction.

Despite opposition to the plan, Alway said that in light of the city's approval he is optimistic the project will eventually be completed. "We have the council behind us so our chances are really good."

The land sale, he said, "is absolutely pivotal to the future operation



Richard Alway

of St. Michael's and I am gratified that we were able to convince the council members of the merits of our case."

New Rules Benefit Researchers

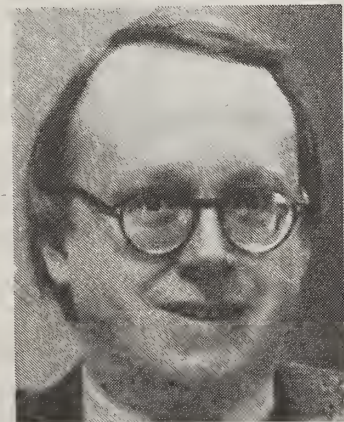
NEW RULES GOVERNING THE distribution of research grants from the Social Sciences & Humanities Research Council (SSHRC) are benefiting scholars at U of T, statistics from the office of the vice-president (research) show.

This year 110 U of T scholars applied for assistance for new projects and SSHRC awarded grants to 63. This represents a success rate of 57 percent and is above the national average of 44 percent. Last year SSHRC awarded grants to 45 of 97 scholars, a success rate of 46 percent.

One of the explanations for the relatively high success rate at U of T is the greater weight that SSHRC now places on a scholar's track record, said Peter Munsche, assistant vice-president (research development and communication). "We have a lot of good people with good reputations." Earlier rules placed more emphasis on the type of project proposed.

Figures from the Natural Sciences & Engineering Research Council (NSERC) show that the number of

new applications from U of T went down from 414 in 1990-91 to 364 in 1991-92. Munsche said the decrease may be attributed to disappointment



Peter Munsche

among scientists who have asked for assistance in previous years and been turned down. On the other hand, he said, the declining number of applications could also mean that scientists, who often find the NSERC grants too small, are receiving support from other sources such as centres of

excellence or industry.

U of T's success rate at NSERC was 72 percent this year, up from 65 percent last year. (The awards include operating, equipment, infrastructure and other grants. For operating grants only, the University's success rate was 86 percent compared to a national rate of 78 percent.)

The result of increased competition for scarce resources is reflected in figures from the Medical Research Council (MRC). Of 159 researchers at U of T who asked for new operating grants from MRC this year, 42 were successful. The success rate of 26 percent is down from 34 percent in 1990-91. The national average was 20 percent this year and 25 percent last year.

In 1990-91 U of T received approximately \$135 million for research grants and contracts from all sources including governments, centres of excellence and granting councils. SSHRC contributed approximately \$4 million; NSERC, \$33.2 million, and MRC, \$23.1 million.



MICHAEL FINLAYSON

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PROFESSOR SID FIDDLER,
Saskatchewan Federated College
Genesis of Family Violence
October 29, 4:00 - 5:30 p.m.

MS. MAGGIE HODGSON,
Executive Director, NECHI Institute
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November 5, 4:00 - 5:30 p.m.

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OWING TO TWO EXTRAORDINARY OCCASIONS - the conferring of an honorary degree upon the King of Spain and the Provincial Government's Conference "On Ontario in Confederation" for constitutional discussion, meal services in the Great Hall and Gallery Club have been temporarily altered.

**GREAT HALL — TEMPORARY SCHEDULE
CHANGES:**

**THURSDAY, OCTOBER 10, 1991 - cancellation of
luncheon and dinner**

**THURSDAY, OCTOBER 17, 1991 - cancellation of
dinner**

**GALLERY CLUB — TEMPORARY SCHEDULE
CHANGES:**

**Thursday, October 10, 1991 - cancellation of
lunch only**

Please note that complete meals will be available on each occasion in the Arbor Room for meal plan ticket holders and all members of Hart House. We regret any inconvenience.



University of Toronto
Department of Physics

Thursday, October 10 Friday, October 11

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IN PHYSICS**

**BEYOND RAINBOWS:
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CATASTROPHES**
Michael Berry
University of Bristol

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Andrei Linde
Stanford University

**INFLATION AND QUANTUM
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Andrei Linde
Stanford University

**STOKES AND THE RAINBOW:
INTERPRETING DIVERGENT
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Michael Berry
University of Bristol

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LETTERS

REPORT DID NOT RECOMMEND STAFF CUTS

We were surprised to read in *The Bulletin* that Vice-Provost Tony Melcher has excused the dismissal of non-academic staff at the Faculty of Music as a recommendation of the 1989 provostial review committee ("Music Cuts Staff," Aug. 19). That is simply not correct. The recommendation to which Melcher refers, recommendation three, was the result of long discussions concerning the need for increased communication between the dean and other academic administrators, and the remainder of the academic staff. The committee did not refer to non-academic staff nor did its members ever discuss firing anyone. Since the vice-provost was present at and chaired all meetings, it is difficult to understand how he could have misconstrued the report. If he wishes to justify the recent firings he will have to look to some source other than the review committee report.

CONSTANCE FISHER
TIMOTHY MCGEE
FACULTY OF MUSIC

SHUTTLE BUS SERVICE HELPS COMMUTERS

Now that the TTC strike is over, I would like to express my appreciation to the vice-president (human resources) and others who were involved in arranging the shuttle bus service to and from Union Station. Without it, staff, faculty and students who travel by GO train would have found it difficult to get to the campus.

Apart from the fact that we were able to get to our jobs and classes, we were afforded the opportunity of meeting many of our colleagues on campus and some of us made new friends. I would also like to thank the drivers of the shuttle buses who, because of their skill and good humour, made the journey less tedious.

It is in times like these that an employer can demonstrate its loyalty to its employees, and the University of Toronto showed this admirably.

DOROTHY PANTIN
GOVERNING COUNCIL SECRETARIAT

NEW PLAN TO BENEFIT EVEN TOP WAGE EARNERS

The Bulletin published a letter from Professor Norman Camerman suggesting that, contrary to the faculty association's assertions, the recently negotiated "enriched" pension plan was no such thing ("Members lose, surplus grows," Sept. 9).

The heart of his argument is that, since there is a maximum starting pension allowable under federal law (subsequent increases through indexation are allowed), the enriching of the pension scheme, which requires higher contributions by members, will only mean that members will contribute more with no increase

in their final pensions. This proposition assumes that faculty members and librarians are so well paid that virtually everyone will have a retiring salary that produces the maximum pension. This is not the case.

Currently the salary above which no further pension can be earned is \$102,000 a year. (It should be noted that the University does *not* require contributions to the pension plan beyond the level at which further benefits are earned.)

As set out in Statistics Canada's report on academic salaries at U of T in 1990-91, only 10 percent of all professors between the ages of 60 and 65 earned more than \$106,900 with a mean salary of \$95,700. Obviously, then, any enrichment to the basic pension will have a salutary effect on the pension of about 90 percent of all professors and on an even greater percentage of tutors and librarians.

However, another part of the enrichment of the pension plan was an increase in the level of indexation from 60 percent to 75 percent of inflation (which the negotiators would never have been able to wrest from the administration without the increase in pension contributions). While it is true that those at the maximum pensionable salary will not benefit from the enrichment of the basic pension, they will derive an even greater benefit than their lesser-paid colleagues from the increase in the indexation formula. The increase in indexation will much more than offset the increase they will pay in pension contributions.

Anyone who has reached the maximum salary for which contributions are paid into the plan will, after July 1, pay an additional \$880 per year into the plan. If that money were received in income, of course, about half of it would be paid in income tax. The net result of paying an additional \$880 into the pension plan is a \$440 reduction in net income. If one is receiving the maximum pension of about \$60,000 a year and if we assume an inflation rate of five percent, the extra 15 percent inflation protection will increase the pension by \$450 per year.

Thus a person who, by the age of 60, is already earning a salary that produces the maximum pension will, over the final five years of his or her career, contribute about \$2,200 more net dollars to the pension plan than before. The increase in inflation protection will mean, however, that same person will receive \$6,750 more in pension payments during the first five years of the receipt of the pension than he or she would have received under the old plan. Even after taxes are collected (at a much lower rate than pre-retirement), the additional benefit in just the first five years of receipt of the pension far outstrips the additional contributions the highest wage earners will have paid.

Professor Camerman also sug-

gests that what the negotiating team should have done was to arrange another contribution holiday for faculty and librarians so that the money saved could be put into an RRSP. In his view this would increase the amount of retirement savings available to our members.

That would have been true under the old tax legislation and is why a few years ago we did indeed negotiate a premium holiday; however, under the new tax legislation, the amount one may contribute to an RRSP is determined *not* by how much money one has contributed to a pension plan but instead by the *value of the earned pension benefit* for the year. A premium holiday with no diminution in benefit accrual would not produce any additional RRSP room for our members which is why UTFA negotiators did not negotiate this type of benefit.

I hope that this explanation of a very complicated subject has demonstrated to all faculty and librarians that the newly negotiated changes to the pension plan will have a beneficial effect on their pensions — even on the pensions of the most highly paid.

ARTHUR RUBINOFF
VICE-PRESIDENT (SALARY, BENEFITS AND PENSIONS)
U OF T FACULTY ASSOCIATION

PENSION BENEFITS VARY FOR EARLY RETIREES

I would like to clarify a point in connection with the otherwise excellent article entitled "More Flexibility Offered for Early Retirement" (*The Bulletin*, Sept. 23).

The comparative examples of pension benefits for individuals retiring at age 55 and at age 65 did not take into account the use of the retiring allowance to "buy back" the actuarial reduction of the pension for early retirees. In fact, by utilizing the retiring allowance for this purpose, the pension for a retiree at age 55 would be very much closer to the pension at age 65 than the example provided would suggest.

We all know the truth of the saying that there are "lies, damned lies and statistics." No statistic is especially helpful in conveying the relevance of the new early retirement scheme to any one individual. Pension entitlement for early retirees varies in each individual situation, based as it is on highest average earnings, years of service, age at retirement and the use of the retiring allowance to buy back the remaining actuarial reduction. Anyone who is even contemplating taking advantage of this new opportunity should contact the pensions administration area of human resources at 978-4673.

MICHAEL FINLAYSON
VICE-PRESIDENT (HUMAN RESOURCES)

TEACHING STREAM WILL REWARD EXCELLENCE

I am a senior tutor who has taught at the University for 15 years. I have long wanted to enter the discussion about the tutors' situation but I was, very honestly, deterred by the demands of my students and my research. I write now just as the workload once again begins to grow to such an extent that students (and research, where possible) become priorities.

Being a tutor has meant being perched on the edge of a contradiction. On one hand, tutors like myself in the Transitional Year Program (TYP) have felt deeply rewarded by our work with students and the research that has resulted from this. TYP is staffed mainly by tutors, most of whom are senior tutors.

On the other hand, I have rarely felt appropriately rewarded by the University. Financial insecurity has seriously affected my lifestyle. Until the last three years or so, my gross salary was \$25,000. It began at \$6,000. This is considerably below the average for a person of my qualifications and experience. Also, it has been difficult to make life plans — from housing to family planning — on the basis of short-term contracts. In retrospect, I believe I stayed aboard because it was fascinating to work with our diverse group of students.

Just after I received a raise and my first five-year contract, I began to do research. Interestingly and almost unconsciously, I began this research when I began to feel more appreciated. Research, as many know, is not officially a tutor's task.

Now that I am in my 40s and a sole-support parent, I find that my commitment to the University has become a lifelong one. I am ready (overripe) for some concrete appreciation. I'd like to enthusiastically endorse UTFA's teaching-stream proposal. It both recognizes excellence and rewards continuing commitment with a reasonable salary and genuine job security. This is particularly important in times of financial constraint.

Decent career paths and job security for tutors will not bankrupt the University. There are only about 200 of us. UTFA has made various proposals regarding where to find the money. The half-million dollars it cost a few years ago to renovate one vice-president's office is an indication of the need for revised priorities. There is money in pension funds and so on.

The issues are academic excellence and fair employment practices including employment equity. In a university that speaks a fair amount about "the undergraduate experience," it would be advisable to properly reward and encourage some of our best teachers, the body of tutors and senior tutors.

AGI LUKACS
TRANSITIONAL YEAR PROGRAM

IRONY APPARENT IN COHEN'S SITUATION

The Bulletin carried the announcement that Mirta Cohen, a senior tutor at Erindale College, has been awarded an Alfonso X Scholarship by the Agencia Española de Cooperación Internacional to enable her to continue her research in poetry at the National Library, Madrid ("Cohen awarded scholarship," Sept. 23).

This award is a great honour — it is one of only two awarded to Canadian scholars — not only for Mirta Cohen but also for the Spanish department at Erindale and the University of Toronto as a whole. It is therefore perhaps worth pointing out that this same Mirta Cohen had only a few months earlier been refused a renewal of her contract by the University. The irony of the situation hardly needs underlining.

The timing of the announcement is the more piquant in that King Juan Carlos I of Spain will be coming to Toronto on Oct. 10 to receive an honorary doctorate of law. The intended honour would seem to be somewhat devalued by the University's treatment of Cohen, the recipient of an award named after one of the most enlightened of Spanish monarchs who, among his many interests, wrote extensively on both law and poetry.

R.D.B. THOMSON
DEPARTMENT OF SLAVIC
LANGUAGES & LITERATURES

SENIOR TUTOR FACES UNCERTAIN FUTURE

How insensitive the University is to announce Mirta Cohen's prestigious scholarship in contemporary Spanish poetry with no mention of what this institution has done to her ("Cohen awarded scholarship," Sept. 23).

Mirta Cohen, a senior tutor, has been fired by this university after 14 years of teaching service here. She will be out of a job on June 30. The realities of the academic job market, especially for a woman of her age, mean that she faces almost insurmountable barriers in securing another university position.

We are not, it appears, above using the reputation of a teacher whose career we have damaged to shore up our public image.

I am ashamed.

GUY ALLEN
TRANSITIONAL YEAR PROGRAM

LETTERS DEADLINES

OCTOBER 11 FOR OCTOBER 21
OCTOBER 25 FOR NOVEMBER 4
NOVEMBER 8 FOR NOVEMBER 18
NOVEMBER 22 FOR DECEMBER 2
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Tenure & Promotion Workshop

The University of Toronto Faculty Association's annual workshop to assist members in preparing for tenure and promotion consideration will be held at **2:00 p.m. on Tuesday, October 22, 1991**. Suzie Scott, Executive Director, and Peter Fitting, Vice-President, Grievances, will be present to explain the procedures and answer questions.

This workshop is open only to members of the Faculty Association.

To register, please call 978-3351.

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The Roots of Islamic Fundamentalism

Thursday, October 24, 4:00 p.m.
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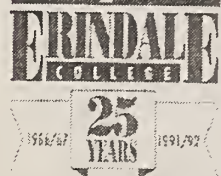
University of Toronto IN MISSISSAUGA

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Council Chamber
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Erindale College, U of T

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Location of Erindale

Erindale College is located on Mississauga Road, just north of Dundas Street (Hwy. #5) in Mississauga, Ontario.
The College is easily accessible via the Mississauga public transit system.

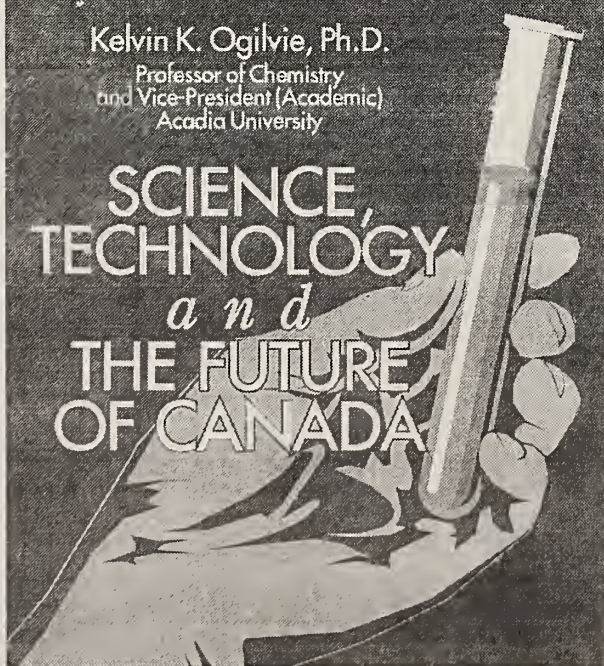
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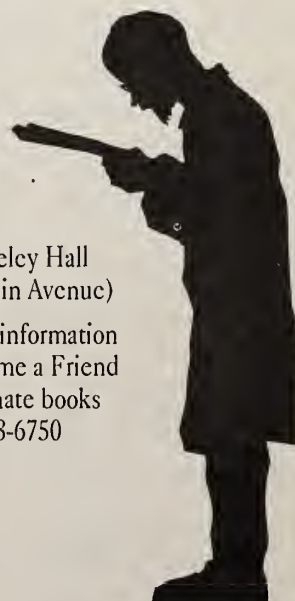
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Continuing the tradition - a message from Hans Kunov

LET ME TELL YOU WHY I am enthusiastic about the United Way. I get enough requests for support as it is, but through the United Way, I feel comfortable that I support 250 carefully screened social service agencies. I like the fact that to get United Way dollars, an agency has to meet very stringent criteria of performance and service. I like that it is basically a volunteer effort, supporting volunteer services, given and spent in the community, and without government interference. It is our own organization, run by citizens at a very low overhead cost.

University of Toronto has been directly and indirectly involved in the United Way and many of its agencies. We can be proud of our history in this area. This year, we have chosen to highlight University Settlement House, an agency created in 1910 by faculty, staff, and students at the University, headed by President Robert Falconer. Our own Faculty of Social Work grew out of this agency work. University Settlement House is still very active and plays a significant role in the lives of people living next door to the University.

Most of us like to find excuses for not parting with our money, although I find it difficult to dredge up arguments that carry significant weight. The easiest way to avoid signing up is probably to give your canvasser a hard time. Most canvassers are just like you and me, and find it very hard to walk up to you and ask for a donation. You could tell them that you don't believe in charity, that you are donating elsewhere, and the United Way is wasting the money. On the other hand, you could spend a couple of minutes and find out what the United Way does and how it operates,



University of Toronto's United Way Campaign chair Hans Kunov takes an active role in United Way-funded agencies - seen here with Little Brother Jason in a soapbox car built by Jason and Hans for the Annual Soap Box Derby

held by Big Brothers of Metropolitan Toronto. Kunov hopes that U of T employees will take the cue to give generously.

and maybe analyse your own objections critically.

As University employees, we live fairly protected lives. The need in the community is clearly increasing, especially in the last year or two. We have therefore raised our campaign goal by 4.5% over last year, to \$575,000. Last year, we met and surpassed our goal of \$550,000 by \$14,000.

Giving \$1 to United Way cost you only between 59 and 73 cents after the tax break, depending on your income. With 13% administration cost, there is 87 cents left to distribute to the agencies. Now,

agencies do their own fundraising as well, and the United Way provides between 2 and 70% of their budget. The average contribution is 10%, so your 73 cents after-tax has mushroomed to \$8.70 in agency budgets. Moreover, all agencies rely on unpaid volunteers to carry out services. In terms of services provided, the value is probably at least tripled to \$26.

Imagine 73 cents doing \$26 worth of work! I think that is value for money. If you have any doubt about quality control, try to set up an agency and ask for

money. Those of you who prepare grant applications and have site visits by critical reviewers would be quite familiar with the process.

University of Toronto is already one of the major donors in Toronto. By all measures, U of T stands out as the largest contributor among educational establishments. This is something we can be very proud of.

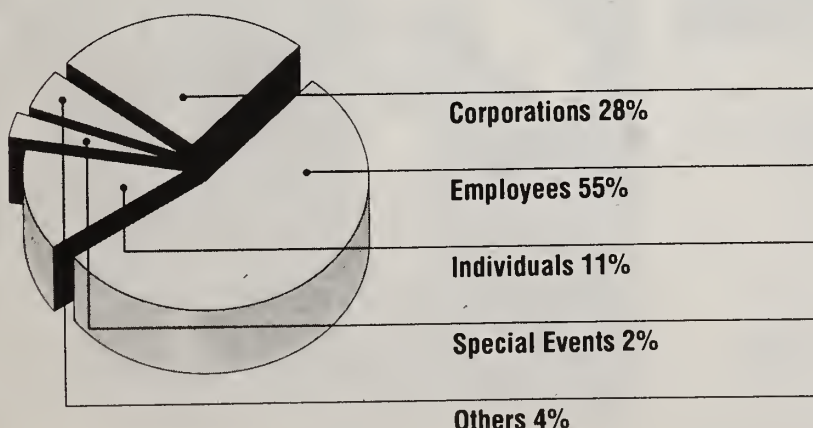
As a new feature this year, we ask that all employees return their pledge cards, with or without a donation. All donations received by October 31 will be eligible for a draw of exciting prizes.

Many U of T staff and students are directly involved in volunteer activities themselves, thereby adding value to our environment in direct human terms. Not surprisingly, there is a strong positive correlation between donations of time and money.

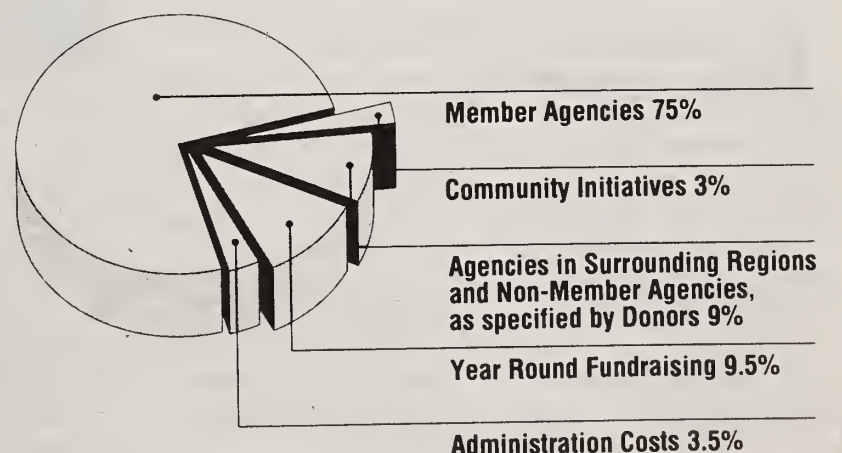
Let us show that we care, and continue the great tradition of giving.

Professor Hans Kunov, Director of the Institute of Biomedical Engineering, is chair of the 1991 United Way campaign.

Where the money comes from...



Where the money goes...



UNITED WAY . . .

One in three people in Toronto is helped through United Way funded agencies.



Programs at the Scarborough Neighbourhood Youth Club, a United Way agency, have helped Matthew Losier overcome his learning and physical disabilities.

DID YOU KNOW THAT ONE in three people in Toronto is helped through the services made available by United Way agencies? No other single community-based organization has the scope and breadth of the United Way. It encompasses more than 250 agencies in the Greater Metro Toronto area. Without doubt, it is the way to help the most.

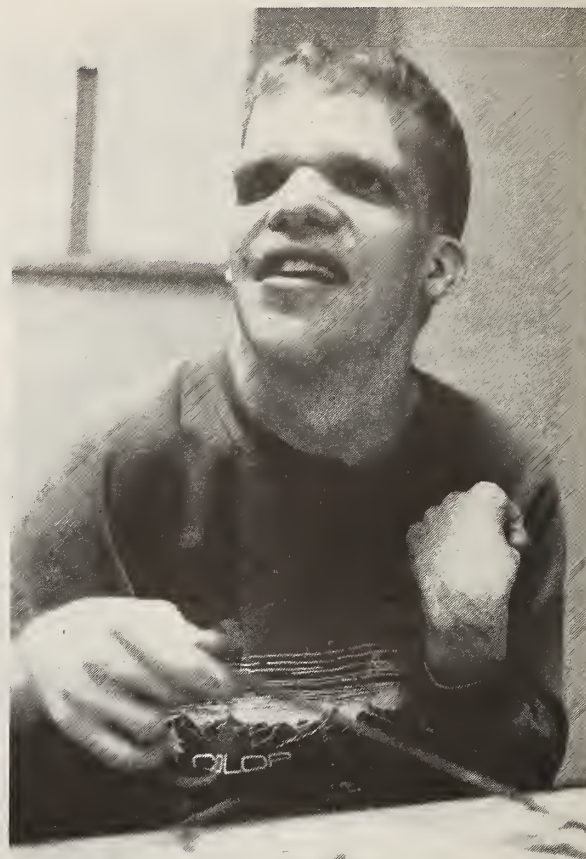
In 1956, business, labour and community leaders joined forces to found the United Way. Their vision is as valid now as it was then: to enable every individual to fulfill their responsibility to care for one another through a federated fundraising and allocating effort. We are living in tough economic times, and enormous pressure has been placed on the existing social service system. Thousands of people are now turning to United Way agencies for help every day. The United Way needs your help. Please give generously and help keep our community support

system intact.

Last year United Way agencies provided:

- 4,000 abused women and their children with emergency shelter
- 73,000 bednights of shelter to homeless youth and adults
- 60,000 callers with telephone befriending
- 72,000 people with first aid and CPR training
- 400,000 meals on wheels
- 600,000 hours of homemaking and home support services
- 50,000 hours of respite care
- 5,500 children with partner/big brother programming
- 35,000 children with social and recreational programs
- 15,000 people with vocational counselling and placement

Last year the United Way campaign raised \$45 million and helped 260,000 children and youth, 750,000 adults, and 175,000 seniors.



Michael Wilson enjoys crafts in the adult development program run by the Metro Toronto Association for Community Living, a United Way Agency.

Agency Gives Disabled Sisters Quality Time Together



Transportation to Ward's Island by Summer Centres for Seniors, a United Way agency, gives disabled sisters Dorothy and Edna quality time together.

EDNA AND DOROTHY, two elderly sisters, are also best friends. When Edna became confined to a wheelchair, Dorothy looked after her, but eventually Edna had to be moved to a nursing home.

Dorothy visited when she could, but is also disabled, and, as a result, the sisters seldom saw each other.

Summer Centre for Seniors, a United Way agency, arranged for transportation for Dorothy and

Edna to and from Ward's Island for the summer.

Once a week, the sisters took a ferry across the lake to spend a day together in the sunshine.

"It was so nice," says Dorothy of their outings. "We're really looking forward to doing it again this year."

In 1990, 177,357 seniors were served by United Way agencies. It is estimated that one in four seniors lives alone.

THE NEEDS

1,000 complaints of abuse or neglect of seniors were received by Concerned Friends of Ontario Citizens in Care Facilities.

It is estimated that one in four seniors live alone.

Over 84% of Metro's elderly live in private homes.

One in five elderly persons in Canada live below the poverty line.

The elderly population has grown by 29% since 1976. Seniors comprise 10% of Metro's population in 1986.

By the year 2001, one in five Metro citizens will be over 65 years of age. Forty percent of seniors are "old" elderly, those over the age of 75.

HOW UNITED WAY HELPS

In 1991, United Way provided \$9,847,290 to 42 agencies in Metro Toronto which serve the elderly.

Last year United Way agencies provided:

- 400,000 meals on wheels
- 600,000 hours of homemaking and home support services
- 50,000 hours of respite care

Leaders of the Way

Leaders are those who give \$1,000 or more to the United Way. This year, the United Way is relying on your leadership commitment so that its agencies can both continue to provide essential programs and cope with the social fallout of the recent recession.

Last year there were 47 leadership givers at the University. We

would like to increase that number this year.

If you have the financial capacity to make a leadership contribution but have yet to do so, please join the program.

We appreciate the contribution of those who are able to make this special gift. A reception will be held at the end of the campaign to thank the Leaders of the Way.



A wide variety of people enjoy exercise classes at the University Settlement House

"the way to help the most"



Settlement House provides good local daycare services.

The University Settlement House Connection

"Providing services that people need"

In 1910 University Settlement opened its doors to the community living in the downtown area of Toronto, bounded by College St., Spadina Ave., Queen St., and University Ave. Founded by University of Toronto President Sir Robert Falconer and other faculty, staff and students, University Settlement was the first community-based social service agency in the city. Its purpose was to provide social services to recent immigrants from central and eastern Europe.

The settlement house movement was started in London, England, in 1884 by academics

who literally "settled" in poor districts, establishing houses that provided recreational, social, and education opportunities. When the idea spread to North America, work with immigrants, social activism, and a model of neighbours participating in solutions to their problems were added as essential elements that have continued to this day.

University Settlement recently made its annual application for funding to the United Way. Last year we received \$305,000. Next year we need a 20% increase to continue in the tradition of responding to local needs.

University Settlement continues to provide services that people need. Last year 7,794 people used the Settlement House. The Daycare, Music School, Recreation Program, and Community Development and Social Services Department form the core of direct services. Often the issues are ones that are not supported by government departments. Just as the University Settlement took an important role in establishing the need for public health clinics for babies and a public library system in the early years, now we are involved in advocating for an improvement in the access to health-

care, employment counselling, and home daycare services for immigrants. The United Way guarantees our agency can respond to emerging issues, but of course the United Way is only as strong as its supporters.

In 1914 the University Settlement had an annual budget of \$7,000. The faculty and students of the University of Toronto raised \$1,300 to meet that budget. Please continue the tradition of generous support with your 1991 contribution.

Heather McGregor
Executive Director



Volunteer-delivered meals-on-wheels from Mid-Toronto Community Services, a United Way agency, helps Jean Tallent cope with her disability.

WHAT YOUR DOLLARS WILL BUY

Per pay*/Actual Cost

\$1.60/\$42.00 provides a homeless man with emergency shelter and food for two nights (Dixon Hall)

\$2.40/\$62.00 allows 25 "latch-key" children to attend an after-school program for a full week (Neighborhood Youth Club of Scarborough)

\$4.90/\$128.00 provides someone caring for a family member with Alzheimer's disease professional home relief for a day (Community Care East York)

\$5.00/\$130.00 provides a sole support mother on welfare a life skills and career counselling course (Opportunity for Advancement)

\$5.50/\$144.00 provides a homebound senior or disabled person with home help services (cleaning and shopping) for a month (Downsview Services to Seniors)

\$6.75/\$175.00 provides a child who has witnessed domestic violence professional counselling services for one week (Family Services Association)

\$25.00/\$650.00 provides 100 individuals with crisis telephone counselling (Distress Centre)

\$38.50/\$1,000 provides 10 people per week with job counselling, placement and follow-up for 52 weeks (COSTI)

* based on 26 pay periods

The easiest way to help the entire community through one contribution is to give to the United Way through the payroll deduction plan at the U of T. You may also designate all or part of your donation to an agency of your choice. Remember, you will receive a federal tax credit for your donation.

It is better to give than to receive...

When you donate to U of T's United Way campaign you stand a chance to win some great prizes. To encourage early donations, and to add a little fun to the campaign, some very generous Toronto businesses have donated prizes to our campaign draw.

To enter, all you need to do is return your pledge card, with or without a donation, to your canvasser before October 31.

The grand prize is a trip for two to Florida, courtesy of U.S. Air and Delta Hotels.

Other prizes include:

- A weekend stay and Sunday brunch for two at the Sutton Place Hotel.
- ★
- Overnight accommodation and breakfast for two at the Guild Inn, Scarborough.
- ★
- A pair of tickets to a Blue Jays game.
- ★
- A case of wine from Andres Wines.
- ★
- A travel voucher worth \$100 from Anworld Travel.
- ★
- A gourmet dinner for two from Daniel et Daniel.
- ★
- A gift certificate from Europe Bound for camping equipment or clothing.



1991 UNIVERSITY OF TORONTO - UNITED WAY campaign

Chair: Professor Hans Kunov
Co-ordinator: Peter O'Brien

If you don't know who your canvasser is, or have any questions about the University's United Way campaign, please give us a call:

Susan Grant, 978-4111; Dean Roberts, 978-7468;
Peter O'Brien, 978-7714.

1991 • United • Way • Volunteers

Be kind to your canvasser

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HIDDEN MEANINGS

An archaeological team uncovers Egyptian inscriptions

By DAVID TODD

SUMMERS IN THE SOUTH OF EGYPT, NEAR THE city of Luxor on the Nile, are suffocatingly hot. By June, says Professor Donald Redford of the Department of Near Eastern Studies, "it's an inferno." That's the time of year when Redford and his team of researchers begin their annual archaeological excavations on the site of what was once the eastern part of the city of Thebes, the ancient capital of Egypt.

The work is gruelling, the sun relentless. But the rewards can be spectacular. This past summer Redford and his 13-member team unearthed, among other things, two six-metre high sandstone statues of Rameses II, who ruled Egypt in the 13th century BC, and more than 100 clay seals, commonly used to close letters and documents, that date from the Hyksos period of the 17th century BC. The most important discovery, however, came on the final day of the eight-week dig when the researchers turned up a rare prize — nine sandstone blocks inscribed with the words of Akhenaten, Egypt's heretic pharaoh.

Few figures in ancient Egyptian history present a greater puzzle than Akhenaten. Father-in-law to Tutankhamen, he reigned for 17 years (approximately 1375-1358 BC) with his queen Nefertiti. During his time in power, he attempted radical religious reforms, championing a single deity, the sun god, in place of the manifold gods and goddesses worshipped by Egyptians at the time. To this day his motives remain a mystery. Akhenaten was an autocratic and immensely unpopular ruler who led the country into an economic muddle and his successors did their best to wipe out the memory of his reign, demolishing temples, monuments and all his other works.

"He did ruffle feathers," says Redford, perched behind a desk whose strata of books, papers and journals look as though they might conceal a few ancient artifacts of their own. "Like other kings, Akhenaten was in the habit of having his speeches inscribed on monuments and the like. But so many of those were smashed up that when we find something from his pen or, as it were, his chisel, everybody jumps for joy."

Since 1976 Redford and his team members, many of them from U of T, have been conducting excavations at what is now the modern town of Karnak. Beneath the sands lie the remains of houses, pottery kilns, small temples, shrines and villas — an archaeological smorgasbord. But the principal attraction is the foundation of an enormous temple, the earliest that Akhenaten built. It was at the south wall of the temple that the archaeologists this summer uncovered the blocks, each of which measures about 52 centimetres wide.

They do not include the complete inscription but they provide enough of it to raise some compelling questions. In the text, Redford explains, Akhenaten swears an oath by the sun god and refers to the taxes that will be used to support the endowment of the temple. He also mentions the taxes due to every god and goddess — a curious thing for a monotheist to say.

Indeed, by the latter part of his reign Akhenaten renounced even the use of the plural term "gods." But early on, says Redford, "he may still have been experimenting in his own mind with ideas about plurality of deity." The new finding may help scholars understand the evolution of Akhenaten's theology.

Egyptologists have put forward countless theories about



Examples of the discoveries Redford and his team made at Karnak this summer include: (top) a sandstone block or talatat similar to those bearing the inscription of Akhenaten; (middle) a six-metre high statue of Rameses II; (bottom) a clay seal with the impression of an official's signet ring.

Akhenaten's reasons for introducing monotheism. Many claim that his motives were political or economic. Redford tentatively offers a hypothesis of his own: that the roots of Akhenaten's religious beliefs lie in his relationship with his father Amenophis III.

Amenophis III, who ruled Egypt for 38 years, bears comparison to Louis XIV. During his years on the throne, the country was at the height of its power with a well-stocked treasury and an empire unrivalled by any on earth. Amenophis III called himself the Dazzling Sun Disk and the nickname stuck, appearing even in official texts. As Redford points out, Akhenaten referred to his god as the "sun disk." And the father-son relationship that he described between himself and this new deity was "essentially a human one: 'My father loves me; no one knows what's in my father's heart except me.'"

It is even possible that Akhenaten's new theology was born of a longing for the love and affection that Amenophis III denied him. Akhenaten, Redford notes, was misshapen — the result, perhaps, of a congenital disorder — in an era when an esthetically pleasing physique was very important. "To have this Rigoletto-like figure waddling around at court would not have pleased his father." Moreover, there is evidence that Akhenaten's elder brother, who predeceased him, was the true favorite of Amenophis III, "and that may have warped him a little." He adds, with a small self-conscious chuckle: "I don't know whether my colleagues would buy that. It may be too Freudian."

Redford's passion for exploring mysteries of the distant past dates back to his childhood. Born 57 years ago into a family of evangelical

Baptists, he grew up on a daily diet of the Scriptures and by an early age had cultivated a fascination with the history described in the Bible. As a student at U of T in the 1950s and 60s, he studied the languages of the ancient world, and devoted his PhD to the history and chronology of Egypt's 18th dynasty of pharaohs, which included Amenophis III and Akhenaten. His first experience in field archaeology came when he participated in British excavations at Jerusalem from 1964 to 1967.

Although he has devoted a good part of the past 20 years to piecing together the Akhenaten jigsaw, Redford is anything but a specialist. His range of interests encompasses everything from Egyptian city planning to the diet of the people. The Karnak site, with its eclectic mix of homes, small industry and houses of worship, offers plenty of raw material for studies in these areas.

Redford also has plans for a second project, in the north of Egypt, at the site of another ancient city known as Mendes. He and his team spent three weeks there in August after finishing their work at Karnak and turned up some impressive finds including a cache of more than 100 terra cotta figurines. For the next five years or more Redford intends to alternate between the sites, spending one year in the north, the next in the south.

The new project, he notes with just a trace of relief, has at least one factor in its favour: the northern climate is relatively hospitable in summer. And the dig site itself holds out the possibility of discoveries to rival or even surpass those of the summer just past. "It's the kind of site that could occupy a research institute for a century," says Redford with delight. "There's so much more to do, it's just incredible."

PROFILE

ON PERMANENT LOAN

Northrop Frye's right-hand woman keeps his legacy alive

By KARINA DAHLIN

Jane Widdicombe was born in a small coal-mining village near Nottingham, England. In 1967, at the age of 24, she emigrated to Canada armed with a cheerful disposition, feet firmly planted on the ground and a bright head on her shoulders.

Upon her arrival she was advised by Canada Manpower that there was a job available in a lawyer's office in downtown Toronto. She visited the firm, found the place unfriendly and decided not to pursue a career there. Then she was referred to U of T where someone by the name of Northrop Frye was looking for a secretary. The interview with him appeared to be a fruitless exercise. "It seemed we just sat there and said nothing," Widdicombe remembers. "He asked a couple of totally irrelevant questions and then I left." The next day she received a call informing her the job was hers. She had no idea what was in store for her.

Widdicombe worked for Frye, the internationally revered scholar and University Professor, for 23 years. With time they became as close as father and daughter.

Initially she took care of his correspondence, screened his mail and phone calls, looked after his daily schedule and made his appointments. When Frye's first wife, Helen, became sick, Widdicombe began making his travel arrangements. In fact she and her husband, Deryck, accompanied the Fries on the lecture tour of Australia in 1986 when Helen Frye died. Later she looked after "Norrie" as well as she could to help him through

the difficult period of loneliness.

Never intimidated by Frye's awe-inspiring intellect Widdicombe has no qualms admitting she doesn't understand his writings. She didn't ask and he didn't explain. "I just typed it," she said. "That's probably why we got along so well. I never disputed what he wrote."

The two were possessive of each other. When Widdicombe, whose parents died before she married in 1976, asked Frye to give her away at her wedding, he answered after a long pause: "No. I'll only lend you." And in 1988 when he married his long-time friend, Elizabeth Eedy Brown, Widdicombe was "a little

upset" because he did so unannounced in a private ceremony while she was away on holidays.

Sometimes Frye took Widdicombe's devotion for granted but his kindness and wit were ample compensation. He dedicated one of his major works, *Words with Power* (1990), to her. And when he said "it's better to have a no-woman than a yes-man" it was to express his appreciation for her ability to turn down invitations he had no time to honour.

Frye died Jan. 23, 1991, at Mount Sinai Hospital with his wife and Widdicombe at his side. His death announcement in the newspapers said, "He is also survived by his faithful secretary of 23 years Jane Widdicombe." In an electronic mail announcement to scholars across the world she was described as Frye's "honorary daughter."

Widdicombe is one of two executors of Frye's will, a responsibility that in a way allows her to continue as his secretary. She wants to ensure that his writings are always available and she will do her part to have a complete collection of his works published as well as a collection of his correspondence. Her job at the University is now composed of two parts — she is at Victoria College's Northrop Frye Centre where she is helping to plan a conference on Frye's legacy and she is secretary to Chancellor Rose Wolfe.

Her present grief aside, Widdicombe is still thanking her lucky stars for being referred to U of T for that job interview 23 years ago.



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OPENING BORDERS TO INQUIRY

University Professor's scholarship draws upon our current affairs

By KARINA DAHLIN

MICHAEL TREBILCOCK OF THE FACULTY OF LAW has analyzed a wide range of public policy issues, everything from land law reform in Papua New Guinea and consumer protection in Canada to trading practices that span the globe. Despite a sustained and impressive publications record he shows no sign of scholarly burn-out.

Perhaps his ability to stay interested and interesting is a result of his changes in research focus from one area of law and economics to another. This "change of careers," as he calls it, does not force him into new physical surroundings but allows him to stay in his cosy, cluttered third-floor office at Falconer Hall.

Trebilcock was named University Professor — the highest rank U of T confers on its faculty members — in May. It is an enormous honour, he said during an interview Sept. 26. He believes the gesture is also a recognition of his discipline and he is quick to share the credit with his colleagues.

A native of New Zealand, Trebilcock, 50, received his LL.M. from the University of Adelaide in Australia and moved to Canada in 1969 when he became visiting professor of law at McGill University. In 1976, four years after joining U of T, he and Robert Prichard, who had just joined the law faculty, founded the law and economics program in which he continues as director.

For the past three years Trebilcock has worked on a project that attempts to identify in economic and philosophical terms when the virtues of a free and unrestricted market are strong and when they are questionable. He examines trade in a number of controversial areas including the sale of body parts, pornography and sexual services and the use of surrogacy contracts. He also looks at human rights laws that pose limitations on arrangements such as employment contracts. He expects to publish the results of his work in a book next year.

In another research project Trebilcock and Ninette Kelley, a practising lawyer, look at the history of Canadian immigra-

tion policy. While his enduring interest in international trade has focused mostly on the movement of goods, this study examines the movement of people and how the competing values of liberty and community have been resolved in the evolution of Canadian immigration policy.

Trebilcock's personal view is that borders should be left as open as possible to both people and goods. Policies that entail racist restrictions on personal mobility or hamper the free flow of goods should be eliminated. "There is no better protection for consumers than a liberal trading regime in terms of reducing prices and expanding product choices," he said.

A strong advocate of global free trade, Trebilcock sees the Canada-US agreement as one small piece in a bigger puzzle. Its introduction, though, could not have occurred at a worse time, coinciding as it did with an economic recession and a rising Canadian dollar. But people should not fear free trade, he says. Canada will lose its low-skill jobs one way or another, be it to Mexico or to countries in the Far East.

The danger, he says, lies in ignoring the need for a well-educated workforce. "Imagining that our economic future lies in industries with low-skilled, low-cost labour is totally myopic. I think it's very shortsighted for governments to reduce investment in higher education at this time. They'd rather bail out



JEWEL RANDOLPH

losing firms in the interest of preserving a relatively limited number of jobs in the short run and not worry about where the future jobs are going to come from."

Constitutional law is not Trebilcock's specialty but he does have a special interest in the latest constitutional proposal. The federal government's goal to centralize the country's economic powers is proving to be one of the most controversial points in the package. Trebilcock wrote about the issue in the book *Federalism and the Canadian Economic Union* in 1983. With three major research projects on his mind, the timing is probably not right for a complete "career change" but that doesn't rule out his involvement in the constitutional debate.

PRACTICAL ABSTRACTIONS

Examining social problems in a philosophical context

By CAROLYN MEREDITH

UNIVERSITY PROFESSOR IAN HACKING OF THE Institute for the History & Philosophy of Science & Technology and the Department of Philosophy is an authority on many of the traditional areas of philosophical thought such as logic and the philosophy of language. But he is influential beyond philosophical circles. His contributions to the understanding of child abuse and multiple personalities, although subjects not normally associated with philosophy, have received the attention of social scientists.

"It is very important in philosophy to have a willingness to attend to very abstract questions and to feed into those questions all the complexities of real problems," Hacking said in his tidy, book-lined office at Victoria College during an interview Sept. 30.

A native of Vancouver, Hacking, 55, received his PhD from the University of Cambridge in 1962. He returned to the west coast in 1964 as an assistant professor at the University of British Columbia. In 1967 he was seconded to Makerere University in Uganda where he worked until 1969. Before joining U of T in 1982, he was chair of the Department of Philosophy at Stanford University. He was named University Professor in May.

His current project, *Natural Kinds and Human Kinds*, is an examination of the different types of classifications people make and how this affects those who are classified. For example, Hacking is interested in census classifications and how they contribute to the perception of a person's social class. "I'm interested in the ways these marginal scientific classifications influence the people who get classified." People tend to see themselves differently after they are categorized, he says.

In his research Hacking uses a wide variety of examples to illustrate his points. "One of the things I try to do is to combine a very high level of generality with a very great level of social or historical detail."

He has studied the concept of child abuse ever since a col-



league at the Ontario Institute for Studies in Education described the aberrant behaviour as one that is being constantly redefined. He is interested in conceptual dynamics — what it is that make ideas change — and his work explores how the combination of political forces, the economy and the role of physicians interact to create the behaviour that society defines as child abuse.

"Some of our confusion [in society] about what to do with

people who hurt children is connected with the way the concept was formed," he says. Current attitudes toward the behaviour are part of a "child abuse movement" — a "consciousness-raising" which has occurred in the last few decades. While child abuse is an objective reality, "it has all the hallmarks of something that has been constructed socially and politically by various kinds of interest groups," he says.

Next term Hacking will conduct a seminar on multiple personalities. "There were almost no multiples until 1973," he says, "and now there is this enormous rash, an epidemic of multiple personalities." The sharp increase in the number of cases is the consequence of some complex interaction between what he terms the "knowers" — the physicians and psychiatrists — and the patients.

The knowledge a physician has about a patient produces changes in the patient, Hacking says. "It's not that the physicians create the symptoms but that there is a cultural framework in which these symptoms arise and are encouraged."

If doctors conducted their work to fulfil their own prophecies, they would not always be successful, as shown by the rise of the gay liberation movement. It arose partly to refute psychiatrists' earlier conclusion that homosexuality was pathological, says Hacking. Gays and lesbians continue to describe themselves as homosexuals but have worked to remove negative connotations from the label, and homosexuality is no longer considered an illness within the medical community.

The prophecies of the psychiatrists were not fulfilled, Hacking says. "On the contrary, their classifications led to quite different results from what they expected."

Hacking's research, it is clear, has moved beyond theory into the real world. "Some philosophers, like myself, have become very aware that those things that we take for granted aren't eternal, they are things that are formed in the past — sometimes in the very recent past."

DAVID WOHLFAHRT

EVENTS



LECTURES

Goddess and Mothering Imagery in the Performance of *Lake*.

MONDAY, OCTOBER 7
Elizabeth Chitty, feminist choreographer; Popular Feminism lecture and discussion series. Ontario Institute for Studies in Education, 245 Bloor St. W. 8 p.m. *Women's Studies, OISE*

Specifications Are (Preferably) Executable.

TUESDAY, OCTOBER 8
Prof. Norbert E. Fuchs, University of Zurich; Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science and ITRC*

The Gamla Excavations.

TUESDAY, OCTOBER 8
Danny Syon, Golan Museum, Katzrin, Israel. 266 University College. 8 p.m. *Jewish Studies and David Lipson Fund*

1991 H.L. Welsh Lectures in Physics.

THURSDAY, OCTOBER 10
Auditorium, Medical Sciences Building. 2 p.m.

Beyond Rainbows: Nature's Optical Catastrophes.

Prof. Michael Berry, University of Bristol.

Self-Reproducing Universe.

Prof. Andrei Linde, Stanford University.

FRIDAY, OCTOBER 11

102 McLennan Physical Laboratories. 9:30 a.m.

Inflation and Quantum Cosmology.

Prof. Andrei Linde, Stanford University.

Stokes and the Rainbow:

Interpreting Divergent Series.
Prof. Michael Berry, University of Bristol. *Physics*

The Worm (Re)turns: The Economics of Hiding Behaviour.

THURSDAY, OCTOBER 10
Prof. Lawrence M. Dill, Simon Fraser University; George F. Holeton memorial lecture. 107 Ramsay Wright Zoological Laboratories. 3:30 to 5 p.m. *Zoology*

God, King and Country in Later Plays of Shakespeare and Chapman.

THURSDAY, OCTOBER 10
Prof. Em. John Margeson, Department of English. Senior Common Room, Burwash Hall, Victoria College. 4 p.m. *CRRS and Toronto Renaissance & Reformation Colloquium*

Info Retrieval after the Info Explosion: A Glimpse of the Future.

FRIDAY, OCTOBER 11
Toon Witkam, BSO, The Netherlands. 39A Queen's Park Cres. E. 1 p.m. *McLuban Program*

Hepoxilin A₃: Its Metabolism and Role in the Modulation of Hormonal Responses.

FRIDAY, OCTOBER 11
Odette Laneuville, Department of Pharmacology. 4227 Medical Sciences Building. 2 p.m. *Pharmacology*

Japan: Numero Due

TUESDAY, OCTOBER 15
Prof. Junajai Ajanant, Chulalongkorn University, Bangkok. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m.

International Studies

Research in Human Genetics: Dramatic Insights into Genetic Disease; Challenging Questions for Society.

WEDNESDAY, OCTOBER 16
Prof. Ronald G. Worton, Department of Medical & Molecular Genetics and Hospital for Sick Children; Keys memorial lecture. George Ignatieff Theatre. 7:30 p.m. *Trinity*



SEMINARS

Femosecond Optical Sources and Coherent Wave-Packet Excitations in Molecules.

TUESDAY, OCTOBER 8
Prof. Chung Tang, Cornell University. 134 McLennan Physical Laboratories. 4 p.m. *OLLRC*

Histamine Receptors.

WEDNESDAY, OCTOBER 9
Bill Sinkins, Faculty of Pharmacy. Room 70, Faculty of Pharmacy, 19 Russell St. 9:30 a.m. *Pharmacy*

Do People Eat Because They're Hungry?

WEDNESDAY, OCTOBER 9
Prof. Peter Herman, Department of Psychology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Making It in Sport: The Dilemmas of Black Youth in Toronto Sports.

WEDNESDAY, OCTOBER 9
Prof. Carl James, Sheridan College. Boardroom, Clara Benson Building. 4 p.m. *Physical & Health Education*

The Relationship between Ottoman Law and Islamic Law in Syria: Case Studies from Court Records and Fatawa Books.

THURSDAY, OCTOBER 10
Prof. Abdul-Karim Rafeq, University of Damascus. 14098 Robarts Library. 10:30 a.m. to noon. *Middle East & Islamic Studies*

The English Assignment: What Do Students and Instructors Expect?

THURSDAY, OCTOBER 10
Panelists: Profs. Heather Murray and Russell Brown and Lynn Murphy, student, Department of English; Teaching and Learning of English series. Alumni Hall, Victoria College. 4 p.m. *English*

In the Footsteps of Alexander the Great: Money for an Empire.

FRIDAY, OCTOBER 11
Martin Price, British Museum. 161 University College. 3:10 p.m. *Classics*

An Extreme Ultraviolet Holographic Microscope.

TUESDAY, OCTOBER 15
Prof. James F. Young, Rice University. 134 McLennan Physical Laboratories. 4 p.m. *OLLRC*

Hepatic Glutathione: Robbing Peter to Protect Paul.

WEDNESDAY, OCTOBER 16
Prof. Yedy Israel, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

The Challenge of Teaching and Learning Poetry.

THURSDAY, OCTOBER 17
Panelists: Profs. Michael Kirkham and John Meagher, Department of English; Teaching and Learning of English series. Alumni Hall, Victoria College. 4 p.m. *English*

On the Use and Abuse of Deconstruction: Aristophanes and Euripides.

FRIDAY, OCTOBER 18
Prof. Rainer Friedrich, Dalhousie University. 179 University College. 3:10 p.m. *Classics*

COLLOQUA

Time and Chance.

WEDNESDAY, OCTOBER 9
Prof. Em. W.E. Swinton, Department of Zoology. 304 Victoria College. 4:10 p.m. *IHPST*

A Novel Synthetic Route to Organofluorine Compounds.

THURSDAY, OCTOBER 10
Prof. Yanchang Shen, Shanghai Institute of Organic Chemistry. 428 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

A New Synthetic Methodology via the Isomerization of Acetylenic Derivatives.

FRIDAY, OCTOBER 11
Prof. Xiyan Lu, Shanghai Institute of Organic Chemistry. 428 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

Obligation and Loyalty.

THURSDAY, OCTOBER 17
Prof. Judith Shklar, Harvard University. 179 University College. 4 p.m. *Philosophy*

Fast Optical Probes of Superconductivity.

THURSDAY, OCTOBER 17
Prof. Mildred S. Dresselhaus, Massachusetts Institute of Technology. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Ligand Design in Organometallic Chemistry.

FRIDAY, OCTOBER 18
Prof. Michael Fryzuk, University of British Columbia. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



MEETINGS & CONFERENCES

Governing Council.

THURSDAY, OCTOBER 17
Council Chamber, Simcoe Hall. 4:30 p.m.

Historical and Philosophical Problems concerning Scientific Illustration.

SATURDAY, OCTOBER 19
Toward an Epistemology of Scientific Illustration, Prof. David Topper, University of Winnipeg.
Developing Mechanical Intuitions: The Pictorial Elements in Descartes' Scientific Treatises, Prof. Brian S. Baigrie, Institute for the History & Philosophy of Science & Technology.
Phenomena, Prof. James R. Brown, Department of Philosophy.
The Didactic and the Elegant: Scientific and Technological Illustrations in the Renaissance, Prof. Bert Hall, Institute for the History & Philosophy of Science & Technology. 113 Northrop Frye Hall, Victoria College. 10 a.m. to 5 p.m. *IHPST and Philosophy*



MUSIC

TRINITY COLLEGE

Choral Evensong.

WEDNESDAY, OCTOBER 9
Robert Bell, director. Trinity College Chapel. 5:30 p.m.

WEDNESDAY, OCTOBER 16
Robert Bell, director. Trinity College Chapel. 5:30 p.m.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

THURSDAY, OCTOBER 10
Open masterclass with Jean Lamón, 1991-92 Wilma & Clifford Smith Visitor in Music, and student chamber ensembles. Boyd Neel Room. 12:10 p.m.

THURSDAY, OCTOBER 17
How Strange from Major to Minor: Popular Song in the 20th Century, lecture by Prof. Michael Coghlan, York University. Walter Hall, 12:10 p.m.

Jean Lamón in Concert.

THURSDAY, OCTOBER 10
Tafelmusik members Sergei Istomin, viola da gamba; Christina Mahler, cello; and Charlotte Nediger, harpsichord; join Jean Lamón in concert. Walter Hall. 8 p.m. Tickets \$10, students and seniors \$5.

Faculty Recital.

FRIDAY, OCTOBER 11
David Tanner, saxophone, with Patricia Kreuger, piano; Gary Binsted, bass; and Steve Smith, piano.

U of T Symphony Orchestra.

FRIDAY, OCTOBER 18
Pierre Héту, conductor. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Faculty Recital.

SUNDAY, OCTOBER 20
Earle Moss, piano. Walter Hall. 2 p.m. Tickets \$10, students and seniors \$5.

Faculty Recital.

MONDAY, OCTOBER 21
The Meridian Ensemble: Keith Atkinson, Oboe; Amy Hamilton, flute; Che Anne Loewen, piano. Walter Hall. 8 p.m. Tickets \$10, students and seniors \$5.



EXHIBITIONS

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

To OCTOBER 10 Landscape Parts.

An exhibition of garden specimens, lunettes, boxes, icons and bottles by Chip Sullivan of the University of California at Berkeley.

Panorama Works.

An exhibition of 360-degree panorama experiments by Prof. Jerry Englar and students.

The Work of Imre Makovecz.

OCTOBER 15 TO NOVEMBER 14
In celebration of Hungary Reborn, the Hungarian festival of the arts. The Galleries, 230 College St. Hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE

Heaven, Earth, Fire, Water.

TO OCTOBER 18
Lanny Shereck, sculpture and pastel drawings. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

ROBARTS LIBRARY The Ukrainian-Canadian Centennial.

TO OCTOBER 30
Photographs, books, paintings, ceramics and folk art including material from the National Archives of Canada; co-sponsored by the Ukrainian Committee in Canada. Main Display Area. Hours: Monday to Friday, 8:30 to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. *Alumni & Community Relations*

JUSTINA M. BARNICKE GALLERY, HART HOUSE

OCTOBER 10 TO NOVEMBER 7
Empty Your Cup.
Akira Yoshikawa, mixed media installation. East Gallery.

Ecological Ebb.

Debra Cherniawsky, environmental sculpture/drawing installation. West Gallery. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday, Wednesday and Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 p.m. to 4 p.m.



MISCELLANY

United Way Bake & Garage Sale.

WEDNESDAY, OCTOBER 9
At U of T Computing Services, 4 Bancroft Ave. (Off Huron St. between Wilcocks and Russell Sts.) 11:30 a.m. to 2 p.m. *UTCS*

Campus Walking Tours.

TO NOVEMBER 29
Every Friday during October and November there will be an hour-long tour of the downtown campus conducted by student guides. 21 King's College Circle. 1 p.m. Information: 978-4111. *Alumni & Community Relations*



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of October 21, for events taking place Oct. 21 to Nov. 4: MONDAY, OCTOBER 7.

Issue of November 4, for events taking place Nov. 4 to 18: MONDAY, OCTOBER 21.

F Y I

General Inquiry — Benefits & Pensions: 978-2015

Training & Career Development Courses, Staff Tuition Waiver or Educational Assistance: 978-6496

Employment Equity Office: 978-2110

General Payroll Enquiries: 978-2151

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A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

Relocation rental 1 or 2 years. Beautiful historical home in cine-district of Toronto. Fully furnished, 2-3 bedrooms plus basement apartment, loft, solarium with hot tub, garden, parking, public transport. \$2,500 p.m. excl. Tel. 466-0909. For those who appreciate the old, the arts and the quaint.

Available January 1 — July 1, 1992. Furnished house for rent in quiet green area of Toronto, 20 minutes from downtown. 3 bedrooms, 2 bathrooms, large study in basement. 1 block from Humber River bike path and park. Central air. \$1,200 + utilities. 760-8629.

Short-term apartments. Madison Avenue. Bachelor and one-bedroom apartments, tastefully furnished. TV, telephone, linens, fully equipped. Clean, quiet, smoke- and pet-free. Walk to U of T. From \$250 per week. 967-6474

Detached two-bedroom, fully equipped, furnished house with finished basement, one and a half bathrooms, garage, in a quiet residential area near Kingsway, is available for rent from October 1, 1991. \$1,350 monthly plus utilities. Walking distance from the Royal York subway station, 25 minutes ride to downtown. Call 569-1420.

Rosedale apartment. Two bedrooms, unfurnished, third floor, private adult home, very quiet. Parking, air-conditioned, utilities included. Very small kitchen/dining area. Parks, shopping, TTC. Available October 7. \$960 per month. No pets/smoking. 975-9358, messages please.

The trees are free: Avenue Road/Lawrence, comfortable, safe, furnished basement bachelor. \$500 includes laundry, hydro, cable. TTC at separate entrance. Suit non-smoking woman. 487-7421 after 6:00 p.m.

Winter lease in the Beach. Private home for single or couple. Fully furnished and equipped. Fireplace, laundry, 2-car parking. 6 months — flexible. Let's discuss the details. 698-1561.

House for rent — High Park. Executive, extra-large 4-bedroom. Stunning interior, Jacuzzi, 2 fireplaces, skylights, air, garage, laundry, 2 decks, close to TTC, park. \$1,800 a month. M. Celuch. 760-7468, 588-8950.

North Leaside. Renovated 3-bedroom semi-detached house in quiet family neighbourhood, close to TTC and ravine park system. 1 1/2 baths, finished basement, large backyard deck. Mid-December to August 1992. \$1,200 monthly plus utilities. 978-6865 (days) or 422-4954 (evenings).

Dundas/Ossington. TTC, stores, parks. Quiet Victorian on historic boulevard needs non-smoker(s) for one-bedroom with lofty ceilings, fans, bay window, walk-in closets, deck. \$625 inclusive. Share bath; owners professional. November 1 or earlier. Tom, 531-7082.

Queen/Pape. Brand-new renovated, lower-level, one-bedroom, open-concept apartment. Full bath & kitchen, private entrance, parking, 24-hour TTC available. Sorry, no smoking or pets! \$625/month. Call or leave message, 469-4308.

Queen/Pape. Room in renovated home. Front bedroom with large bay window. Share bath & kitchen, laundry & parking available. 24-hour TTC line. Graduate student. Sorry, no smoking or pets! \$475/month, board additional if desired.

Call or leave message, 469-4308.

One block to Keele subway. Detached, executive, 4-bedroom, 2-bath home. Eat-in kitchen, main-floor laundry. Parking on front yard. Call 626-1356.

January — May 1992. Professors' detached, centre hall, 3-storey Victorian, Lowther/Annex, well-furnished, 3 + bedrooms (bathrooms, studies, libraries, sitting-rooms, etc.) Parking. Minutes to Robarts. Rent negotiable. Evenings 967-4369.

Downtown, Queen and Ossington, 3-bedroom, furnished house, renovated Victorian. Spa room, parking, backyard. \$1,200 negotiable includes cable, hydro. Available November 1. 778-0973, 538-0691.

Spacious, furnished duplex. Lower Forest Hill. Spacious 2-bedroom on 2 levels for sublet November 1 to March 15 (flexible). Fully furnished, 2 fireplaces, parking, roofdeck. \$1,650 per month plus utilities. Call 925-9508.

Commuting? Need a space in Toronto during the week? Room plus living space available in relaxed, easy-going home. Near subway. Parking. Rate depends on number of days. Call Leslie, 366-9221 or 462-9883.

Close to U of T, Queen's Park, hospitals. Downtown condo in beautifully maintained building. Furnished or unfurnished. Large one-bedroom apartment, large recessed balcony, view of Cabbagetown and lake. Beautiful indoor pool. Saunas, exercise room, air-conditioned. All expenses, including cable TV, included in rent. Indoor parking \$53 p.m. extra. \$850 per month. 962-5284, evenings, all of Sunday. 467-1919, machine.

Cabbagetown, charming house, furnished antiques, fully equipped, convenient, very comfortable. Two bedrooms, 1 1/2 baths. \$2,000 per month + electricity. January — May. Time negotiable. 323-3520.

ACCOMMODATION RENTALS REQUIRED

Visiting professor from Memorial University requires quiet 1-bedroom apartment with parking facilities near University from November 1 to December 31, 1991. 921-8375.

Are you going away between Oct. 28 and Nov. 18? U of T employee looking to house-sit. Responsible, references, Brenna 978-8450 / 947-0895.

ACCOMMODATION — SHARED —

Shared accommodation wanted. Female mid-30s professor in Toronto for research January — April 1992 seeking inexpensive accommodation (\$300-\$400/month). Downtown or close to subway preferred. (613) 748-3995 (D. Stasiulis); or in Toronto, 466-5230 (A. Bakan).

Houseshare. Riverdale. Large bedroom available immediately for woman in 5-bedroom home of single professional & toddler. \$425. 469-3479.

ACCOMMODATION — OUT OF TOWN —

SOUTH OF FRANCE sabbatical retreat. Montpellier region in wine producing village. Spacious house, fully furnished and equipped, part of former chateau. Courtyard garden, terrace, garage, telephone. September 1, 1992 to June 30, 1993, \$850 monthly. 978-2652 or 924-5428.

VACATION / LEISURE

Queensborough Hotel. Frenetic pace of life getting you down? Escape for a rustic retreat to our 1840s hotel in the picturesque village of Queensborough, halfway between Toronto and Ottawa. Adam and Rebecca Sisler, Proprietors. (613) 473-5454.

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HOUSES & PROPERTIES — FOR SALE —

House for sale. Total renovation on Cottingham Street in the Republic of Rathnelly (Avenue Road below St. Clair). Walk to U of T. Great value. \$415,000. Renee FitzGerald, Chestnut Park Real Estate, 925-9191.

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For further information call 978-5800

CALL FOR SUBMISSIONS

In 1978 Governing Council approved a Policy on Social and Political Issues with Respect to University Investment. Pursuant to this policy, over 300 members of the University submitted a petition calling on the University to "divest its holding in companies engaged in the production or marketing of tobacco products or their parent companies", and to "place a permanent ban on any future investment" in such companies. The Presidential Advisory Board on Social and Political Issues with Respect to University Investment invites *written submissions* from the University community regarding the petition for divestment of the University of Toronto's tobacco interests. In particular, the committee desires to understand your position, as it relates to:

- A) *The University has a fiduciary responsibility to obtain the maximum return from its trust funds for its teaching and research responsibilities and the payment of pensions to retirees. How does the University balance this responsibility and its proposed social responsibility not to invest in companies whose products or actions are viewed to be harmful to the public?*
- B) *If the University were to decide to take a corporate position on tobacco products, should it:*
 - i) *act as a shareholder urging management of the conglomerates to divest of tobacco products?*
 - ii) *divest its shares of tobacco-related companies?*
 - iii) *refuse to accept research grants and donations from tobacco companies?*
 - iv) *other?*
- C) *If the University chooses to divest its shares of tobacco-related products, should it disassociate itself from:*
 - i) *tobacco producers only?*
 - ii) *tobacco producers and affiliated companies?*
 - iii) *tobacco producers and those who provide services and goods to the tobacco industry, e.g., advertising agencies, retailers, transport companies, makers of filters, etc.?*
- D) *Any other advice you wish to give the Advisory Board.*

The Advisory Board has accepted the premise that tobacco products are harmful to public health and therefore is not seeking advice or documentation on this particular aspect of the tobacco issue.

Kindly forward all such submissions to:

Dr. C. D. Sadleir, Chair of Presidential Advisory Board
Acting Vice-President of Administration
University of Toronto
Rm. 235, Simcoe Hall
27 King's College Circle
M5S 1A1

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SIGMA XI, THE SCIENTIFIC RESEARCH SOCIETY
UNIVERSITY OF TORONTO CHAPTER



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RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORS at 978-2163.

HUMANITIES & SOCIAL SCIENCES ASSOCIATION OF UNIVERSITIES & COLLEGES OF CANADA/JAPAN FOUNDATION

The objectives of the Tanaka program are to enhance the opportunity for study of Japanese language in Canadian universities, to promote and help to improve Japanese language instruction and for institutional program development. Its proposed uses are the creation of new, continuing positions or lectureships/visiting professorships in the disciplines of Japanese language instruction and language pedagogy. As each university is limited to one application, an internal deadline of October 25 has been set.

CANADA-GERMANY RESEARCH AWARD
Due to a delay in printing nomination instructions and forms by the Canada Council, the University will set a new internal deadline for the Canada-Germany research award as soon as the forms are available. Departments wishing to submit an application are asked to contact ORS.

CANADIAN STUDIES DIRECTORATE
(SECRETARY OF STATE)
Deadline for print learning materials development program; film and audio-visual learning materials development program; computer-based and computer-assisted learning materials development program; and open and distance learning materials development program is November 1; matching of private sector support for Canadian studies: any time.

INSTITUTE FOR RISK RESEARCH
In 1982 the University of Waterloo established an interdisciplinary centre to address issues of risk and risk decisions. The institute's program is funded by industry and government sponsors and is open to both university faculty members and full-time graduate students. Support is available in the following research

areas: risk communication, environmental risk, risk assessment methods, risk and decision making and technology assessment and risk management.

Awards are for one to three years based on availability of funds and are within the \$5,000 to \$25,000 range. Investigators are reminded that the usual U of T application procedures and signature requirements apply. Deadlines are October 15, February 15 and June 15.

NATIONAL ENDOWMENT FOR THE HUMANITIES

Deadline for interpretive research including collaborative projects, archaeology projects and humanities, sciences and technology is October 15.

SOCIAL SCIENCES & HUMANITIES RESEARCH COUNCIL

The deadline for receiving research and strategic grant applications remains officially October 15. However, because of SSHRC's delays in printing and mailing the application material, proposals will be accepted until Nov. 1.

Other deadlines: major research and strategic research grants: October 15; aid to occasional scholarly conferences; travel for international representation: November 1; doctoral fellowships (individual applications): November 15; NSERC/SSHRC master's scholarships in science policy: December 1.

SSHRC joint initiatives: Joint SSHRC/Department of National Health funding initiative (health promotion research centres) letter of intent: October 15; Joint SSHRC/Indian & Northern Affairs funding initiative (aboriginal affairs strategic research program): October 15.

UNIVERSITY OF TORONTO
Humanities & Social Sciences Committee

Deadline for general research grants is October 15; grants-in-aid: November 1.

MEDICINE & LIFE SCIENCES ALZHEIMER ASSOCIATION OF ONTARIO/ONTARIO MENTAL HEALTH FOUNDATION

The association offers funding for research directed toward the treatment and care of patients with senile dementia of the Alzheimer's type. This competition is intended to encourage investigations related to diagnosis, treatment and care and all aspects of the services that can be offered to Alzheimer's patients and their caregivers. A number of topics have been identified: models of respite care, professional- versus peer-led support groups for family caregivers; training models for formal caregivers; environmental factors in special care units; day program models; home environments; interaction of formal and informal care systems; community-based formal care for the severely demented. Application is on the AAO/OMHF application form. Deadline is October 25.

AMERICAN HEALTH ASSISTANCE FOUNDATION

Deadline for Alzheimer's research is October 30.

ARTHRITIS SOCIETY

Deadline for rheumatic disease unit grants is October 1; research fellowships and Orgryzlo fellowships: October 15.

J.P. BICKELL FOUNDATION

Deadline is October 15.

CANADIAN FOUNDATION FOR ILEITIS & COLITIS
Deadline for clinical research fellowships is October 31.

EASTER SEAL RESEARCH INSTITUTE
Deadline for post-doctoral fellowships, doctoral training awards and research

grants is October 15.

KIDNEY FOUNDATION OF CANADA *Deadline for research grants and premier research awards is October 15.*

MALIGNANT HYPERTHERMIA ASSOCIATION

Deadline for research grants is October 15.

MEDICAL RESEARCH COUNCIL

MRC recognizes that not all proposals for grant funding fall within the terms of reference of other programs. Therefore, MRC is willing to consider requests for funding special projects. For instance a research proposal on the methodology of education of health professionals would be considered as a special project. A preliminary proposal, in the form of a letter, should be made, providing the title of the project, a clear description of its objectives, the name(s) of the applicant(s), the amount requested and the anticipated duration of support required. Consideration will be given to such requests on an ad hoc basis. If MRC gives formal approval, the applicant(s) may proceed with a full application. Deadline for maintenance (renewal) and equipment grants is November 1.

SQUIBB CANADA INC.

Deadline for cardiovascular group fellowships is October 31.

SUGAR ASSOCIATION INC. (US)

Deadline is October 15.

UNIVERSITY OF TORONTO Life Sciences Committee

Deadline for Dales award for medical research is November 30.

WHITAKER FOUNDATION

Deadline for full applications is October 15.

PHYSICAL SCIENCES & ENGINEERING MINISTRY OF COLLEGES & UNIVERSITIES *University Research Incentive Fund (URIF)*

The deadline for receipt of applications at the ministry is Oct. 15. The deadline for receipt of applications at ORS is October 9.

MINISTRY OF NATURAL RESOURCES *Deadline for renewable resources research grant programs is November 15.*

NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL

The new faculty support program provides start-up funding for new faculty researchers in order to assist universities, jointly with industry, to recruit and establish highly qualified persons who have not previously held a tenure-track faculty position in the Canadian university system. NSERC will award a grant equivalent to industrial cash contributions. This grant is provided for the direct costs of research, equipment and infrastructure support for approved new faculty members and may not be used to pay the salary of the candidate. The maximum grant from NSERC is \$75,000 per year for up to three years, with the minimum cash contribution from industry at \$25,000 per year. Proposals may be submitted at any time and decisions will be made by executive action on the basis of the written expert assessments, following staff review and analysis of those assessments. Further information is available from ORS.

Team Operating Grants

Deadline for applications for operating grants from first-time applicants and for applicants applying to or already supported by SSHRC or MRC is October 15; all other operating grants: November 1.

PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

MONDAY, OCTOBER 7

Paul Arthur Geiger, Department of Physics, "Unquenching the Quark Model." Prof. N. Isgur. (Rescheduled.)

FRIDAY, OCTOBER 11

Renate Gertrud Maria Amstutz, Centre for Medieval Studies, "The Latin Substratum of the Thuringian Ludus de Decem Virginibus." Profs. R.E. Reynolds and R.W. Leckie.

TUESDAY, OCTOBER 15

Graham Bean, Institute of Medical

Science, "The Competency Interview Schedule: A Proposed Method for Examining Competency to Make Treatment Decisions about Electroconvulsive Therapy."

Prof. M.R. Eastwood.

Kim Douglas Pressnail, Department of Civil Engineering, "An Investigation of the Effects of Thermal Gradients on the Attenuating Creep Behaviour of Model Piles in Frozen Sand."

Prof. J. Timusk.

Tet Him Yeap, Department of Electrical Engineering "A Neural Network Model for Temporal Pattern Recognition."

Profs. S.G. Zaky and J.K. Tsotsos.

THURSDAY, OCTOBER 17

William James Ammons, Department of Education, "Personality Factors in Aberrant Adolescent Behaviour."

Prof. O. Weininger.

FRIDAY, OCTOBER 18

Chester John Buziak, Department

of Mechanical Engineering, "Thermodynamic Status of Static and Dynamic Contact Angles."

Prof. A.W. Neumann.

Brian Charles Husband, Department of Botany, "Stochastic Processes and the Evolution of Self-Fertilization in *Eichhornia paniculata* (Spring.) Solms. (Pontederiaceae)."

Prof. S.C.H. Barrett.

Philip Vitone, Department of Education, "Lay Knowledge and Popular Media."

Prof. D. Misgeld.

WEDNESDAY, OCTOBER 23

Anastasios Kessarais, Department of Mechanical Engineering, "Attitude Drift of an Axisymmetric Gyrostat."

Prof. F.P.J. Rimrott.

THURSDAY, OCTOBER 24

Jerome Alexander Rolia, Department of Computer Science, "Predicting the Performance of Software Systems."

Prof. K.C. Sevcik.

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LEARNING THE BASICS

How to become the best faculty of education: a fable

BY MICHAEL FULLAN

This is a short story about an institution called Central Faculty of Education that set out to be the best it could. Two points of context are crucial. First, despite a long association with a university, Central to this day has not become a vital part of the institution. It became a faculty in 1972, signalling the end of direct funding and governance by the Ministry of Education but almost immediately entered a period of stagnation from 1974 to 1988. Second, Central has not been seen as a leader by other educational constituencies — school boards, teacher federations and ministries. The 1990s represents the first full-fledged opportunity for an education faculty in Ontario to become both a leader at a university and in the educational field. But it cannot do so alone; teacher education is a university-wide responsibility. We pick up the story a couple of years after Central began working on this goal.



development study groups for teaching, research, field work, service work in the faculty and university and career development. Central ensured that certain university policies — merit salary awards, promotion and tenure, for example — promoted faculty development.

6. MODEL AND DEVELOP COLLABORATION AMONG STAFF AND STUDENTS

The ability for teachers to collaborate was increasingly being advocated in the teaching profession. Yet there was nothing in Central's program or in student teachers' past academic experiences that fostered these skills. Thus, when it designed new programs, they were built on the principles of joint planning, team teaching and collaboration among students and faculty members.

7. BE RESPECTED AND ENGAGED AS A

VITAL PART OF THE UNIVERSITY AS A WHOLE

The university had always valued scholarship and publication and had seen the faculty as lacking in that regard. Central's new pursuit of scholarship through innovative field work and research on effective teaching methods clearly met university goals. Since field-based teacher development had increasingly been seen by other institutions as the way to go, the university enjoyed the international recognition that the faculty received for being in the vanguard of these new developments.

Although the university had frequently talked of the value of teaching, in practice, teaching had not been rewarded. Thus the university watched with interest when the faculty, in conjunction with professional schools and certain arts and science departments, established a small number of joint projects that worked on the development of innovative teaching practices.

It helped to establish cooperative teacher education projects with arts and science departments, thus increasing both the quality and quantity of teacher candidates.

8. FORM PARTNERSHIPS WITH SCHOOLS AND OTHER AGENCIES

Since Central realized that teacher education could succeed only if it maintained the teacher education continuum and if schools became places for teachers as well as for students to learn, it realized that both the university and the school system must combine and coordinate their efforts.

New developments occurred with Central's two lab schools. The schools became involved with school boards and other agencies in teacher education and program development experiments and became leading authorities on policy, program and evaluation issues within their areas of expertise.

9. BE VISIBLE AND VALUED INTERNATIONALLY IN A WAY THAT CONTRIBUTES LOCALLY AND GLOBALLY

Central felt it could not develop fully unless it was immersed in the world marketplace of ideas, problems, development and people. It established projects and exchanges overseas, many of which included Ontario school boards.

10. WORK COLLABORATIVELY TO HELP DEVELOP PROVINCIAL AND NATIONAL NETWORKS

Central became committed to sharing its ideas and programs with other faculties of education, to learning from others and to fostering a network of deans and faculties in the province to examine and debate emerging policy issues. It appreciated and valued its provincial and national relationships because it saw its own fate and quality as deeply connected to the quality of the overall system.

As Central reflected on its current and future state, it did become at least momentarily self-satisfied. Practising all 10 themes synergistically seemed economical, productive and deeply meaningful. For once, the future seemed better than the past.

Professor Michael Fullan is dean of the Faculty of Education

THE STAFF AT CENTRAL DECIDED TO IDENTIFY THE smallest number of interrelated themes that would make it the best faculty of education. The irony of their situation had become increasingly evident: as teacher educators, they were supposed to be the best teachers of all; as university professors, to be on the leading edge of creating and developing knowledge and good practices; and as advocates of innovation and reform for the school system, to have their own house in order. They decided to see what would happen if they set out to become the best faculty in terms of teaching, inquiry and innovation. They developed a manifesto that included 10 themes that would serve as standards toward which the faculty would strive. Specifically, it concluded that the best faculty of education in the country should:

1. COMMIT ITSELF TO PRODUCING TEACHERS WHO ARE AGENTS OF EDUCATIONAL AND SOCIAL IMPROVEMENT

As it worked on becoming the best, Central discovered a curious inconsistency. On one hand, the educational experience of student teachers was essentially conservative and inhibited innovation and risk-taking. On the other, society continually introduced and expected restructuring, reform and innovation. Trying to juxtapose these competing themes, Central realized, was a recipe for failure.

A breakthrough arrived when a group examined why faculty candidates applied to become teachers. Most hoped to make a difference in the lives of students, a purpose that had changed over the past 100 years when teaching was associated with only passing on the traditions of society. It became clear that faculties of education had to produce teachers who could help to improve society and the lives of students.

2. COMMIT ITSELF TO CONTINUOUS IMPROVEMENT THROUGH PROGRAM INNOVATION AND EVALUATION

In its first few years of new development, the entire program underwent change, but not uniformly. Central established a series of alternative programs involving groups of student teachers, faculty and school personnel. Each team designed its own program for the year based on common principles (such as inquiry, reflection and collaboration) and common components. Typically, students worked two days a week in schools and three in seminars designed to integrate theory and practice.

As the graduate studies program grew, the curriculum became more focused on themes: some such as mathematics and arts education were subject-related while others like global education and early childhood were interdisciplinary. Central considered these studies a continuum to and no more important than its bachelor of education program.

3. VALUE AND PRACTISE EXEMPLARY TEACHING

While it had always been assumed that teaching was important at Central, recent declarations by the president and provost about the university's priority to improve teaching created a vague uneasiness that the faculty should be leading the

way. Central decided to put itself on the line publicly and declare that it would stand for exemplary teaching and develop mechanisms to ensure continuous improvement. Every faculty member joined a small study group which sought to improve the teaching and support development of those in the group as well as consult with students to enrich classroom experiences. The best teachers were called upon to conduct workshops on teaching methods.

4. ENGAGE IN CONSTANT INQUIRY

Excellent teaching *by itself* was not seen as the faculty's main goal. For teaching to develop it had to be embedded in a spirit of inquiry and knowledge about teaching. In the past at Central, teaching and scholarship had sometimes been viewed as working at cross purposes but with its new image, Central was committed to the synergy of both. It conceived "inquiry" as consisting of a dynamic relationship of use, production and dissemination of knowledge. In so doing, it became committed to the sharing and testing of its work.

Central became aware that if students as teachers were expected to be inquirers, faculty members had a dual responsibility — to present themselves as models of inquiry for students and to help student teachers become better inquirers.



TEACHING MUST BE
EMBEDDED IN INQUIRY
AND KNOWLEDGE

MICHAEL FULLAN

5. MODEL AND DEVELOP LIFE-LONG LEARNING AMONG STAFF AND STUDENTS

Central became aware that in another area — life-long learning — students were likely to develop habits and practices similar to faculty members. It therefore incorporated faculty development into its policy and practices. When new teaching staff were hired, for example, selection criteria stressed inquiry and collaboration. It established support systems such as faculty de-